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ABSTRACT

From 1961-1980, the Illinois State Library (ISL) awarded scholarships using Library Services Act (LSA) and Library Services and Construction Act (LSCA) funds. The purpose was to recruit talented college graduates to the library profession and to retain these individuals in Illinois libraries. Of the 212 individuals who received scholarships, 198 (89.9%) were located, and 178 verified demographic information taken from their ISL files. Telephone interviews were held with 165 individuals who had finished degrees as of 1982. Of those interviewed, 122 (78.9%) were currently employed in library and library-related positions, and 94 (77%) were in Illinois. The consensus of the interviewees was that the ISL should reinstate a scholarship program of some sort, but perhaps not on the scale of the 1961-1980 programs. Two possible scholarship programs are proposed. This report contains information on the background of the scholarship program and the procedures of the follow-up study; a detailed analysis of the survey data; and a summary and conclusions. Six appendices provide a bibliography on scholarships and fellowships in library and information science; copies of materials sent to scholarship recipients; the follow-up letter sent to recipients; the telephone interview form; copies of materials sent to members and former members of the ISL Advisory Committee; tables of supporting data; and an alphabetical listing of scholarship recipients. (Author/THC)

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A Review and Evaluation of the Illinois State Library Scholarship Program 1961-1980

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REPORT NO. 7

JIM EDGAR
Secretary of State and State Librarian
Illinois State Library

April 1983 Springfield

IR051583

A REVIEW AND EVALUATION OF THE ILLINOIS STATE LIBRARY SCHOLARSHIP PROGRAM: 1961-1980

by

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CHAPTER 1: INTRODUCTION

Section A: Background

The President's signing of the 1956 Library Services Act (LSA) (PL 84-597) climaxed the American Library Association's twenty-year effort to gain federal support for library development, especially public library development. The LSA established a five-year program for which funds were provided to establish or improve library services in communities with populations of less than 10,000. An amendment in 1960 (PL 86-679) extended the Act through 1966. In 1964 still another amendment (PL 88-269) extended the program, renamed it the Library Services and Construction Act (LSCA), expanded the coverage to include areas receiving inadequate library service or lacking public libraries in both rural and urban areas, and added a second title to provide funds for constructing library buildings in communities with inadequate facilities. In 1977 another amendment (PL 95-123) extended the Act through 1982 and added titles to provide for interlibrary loan and older readers' services. In summary, since its initial passage in 1956, the LSA/LSCA has provided funding for a variety of programs: (1) centralization of technical and public services operations, (2) interlibrary cooperation, (3) research, (4) service to special groups, (5) construction, and (6) manpower.[1]

During the 1950s and early 1960s, numerous publications reported manpower shortage as the most serious problem facing library administrators. Part of the shortage problem was caused

by the LSA/LSCA itself. With increased funding for new programs and the expansion of numerous existing programs, it logically followed that more librarians were needed to operate these programs.

Scholarship and Recruitment Programs in Illinois

In an attempt to improve the manpower situation in libraries, many states used LSA/LSCA funds for scholarship and/or recruitment programs. From 1957 to 1964, 22 states awarded an estimated 350 scholarships in an attempt to remedy the shortage of qualified library personnel, and many of these states continued these programs during the 1970s, even after the growth of the profession became somewhat slower.[2] Illinois used LSA funds for both scholarship and recruitment programs -- the Illinois State Scholarship Program (1961-1980), the Career Centers (1965-1972), and the Illinois Minorities Manpower Project (1972-1974).

From 1961 to 1980 a total of 212 scholarships were awarded through the Illinois State Library Scholarship Program. The purpose of the program was to encourage qualified college graduates to pursue graduate study in library science by offering immediate financial assistance in return for two years' service in an Illinois public library after graduation.[3]

Career centers were established at the University of Illinois Chicago campus in 1965 and at the University of Illinois Urbana campus in 1967 in order ". . . to provide complete and current information on all types of library work, training, scholarships, work-study programs, and library schools. Requests for career materials, speeches and talks to individuals, and exhibits [were]

handled through these offices."[4] The centers were staffed until 1972 when the responsibilities for recruitment activities were reassigned to the Office of the Manpower Development Consultant at the State Library in Springfield.

From 1972 to 1974 the Illinois State Library and the American Library Association joined forces to support and conduct the Illinois Minorities Manpower Project. The primary goal of the project was to recruit ten individuals of ethnic minorities from the State of Illinois for enrollment in an ALA-accredited library education program in Chicago and to prepare them for employment in public libraries within the state. The project was also designed to serve as a "pilot" to determine its effectiveness in showing ethnic community people how to develop a library education program for minorities in their local areas.[5] Ten individuals selected for the project received scholarships from LSCA funds; however, this was not a part of the regular Illinois State Library Scholarship Program.

Purpose and Scope of the Present Study

Now that the Illinois State Library is no longer awarding scholarships, it is appropriate to evaluate the program to determine whether the results were worth the cost. A total of 212 individuals received scholarships, but what is the quality of these people? How many have stayed in the library profession, and of those that have, how well have they done? Did the two-year work requirement influence recipients to continue working in Illinois or in public libraries? An objective evaluation is needed to confirm or correct expressed opinions on the value of the scholarship program. Also, the results of a study can provide

information for improving any such future programs.

Specifically, the present study attempts to answer four main questions:

1. Did the scholarship program succeed in bringing into the profession people of appropriate quality?

2. Was the program successful in retaining individuals in the field of public librarianship?

3. Did the scholarship winners achieve their promise, e.g., in terms of present salary and position, and leadership in the profession?

4. What lessons can be learned from the experience in this program which would improve any future programs?

The present study is concerned specifically with those individuals who were awarded and accepted scholarships; non-recipients and individuals who declined scholarships are excluded. Although the recruitment centers played an active part in disseminating information about the scholarship program, their role is not considered in the present study. Likewise, the two-year recruitment and scholarship program of the Illinois Minorities Manpower Project is excluded since it was administered as a separate project. It should be noted, however, that an analysis of the minority recipients of the Illinois State Library Scholarship Program is included in the present study.

For the purpose of the study "scholarship recipient" (and the synonymous terms "recipient" and "awardee") is defined as a person who was awarded and accepted an Illinois State Library scholarship between the years of 1961 and 1980. Two sub-groups actually exist

within the total population of scholarship recipients: (1) 198 individuals who completed a graduate library degree, and (2) 10 individuals who did not complete a graduate library degree and 3 who are currently enrolled part-time in library school.

Summary of the Illinois State Library Scholarship Program

As noted above, the first scholarships were awarded in 1961, and during the twenty years through 1980, a total of 212 scholarships were granted. Although the amounts awarded varied from $1,500 at the beginning of the program to $5,000 at the end, the terms of elegibility and conditions of the scholarship remained basically the same. Each recipient had to:

1. be a citizen of the United States or one of its territories,

2. hold a bachelor's degree from an approved 4-year college or university,

3. have superior academic and personal qualifications,

4. have no more than 6 hours of graduate credit in library science,* and

5. sign a work agreement with the Illinois State Library to spend two continuous years in Illinois public library service following graduation from library school.

From 1961 to 1973 recipients were required to be enrolled as full-time students at an ALA-accredited library school, with interruptions or leaves of absence permitted only for serious reasons.

*One individual who already held a master's degree in library science received a scholarship to enroll in a 1-year advanced study program in library science.

Students were allowed 18 months in which to complete their degree programs if they were continuously enrolled as full-time students. Recipients who were unable to complete their graduate studies and those who worked less than 2 years in an Illinois public library were required to repay the amount awarded. (The amount to be repaid was pro-rated when the work agreement was partially fulfilled.)

Recipients who completed a graduate library degree were to notify the Illinois State Library of their employment; to fulfill the work agreement they were to be employed full-time for two continuous years in an Illinois public library. From 1961-64 the work agreement stipulated two years of employment in rural library services, but with the passage of the 1964 LSCA, the requirement was broadened to include all public libraries, library system headquarters, and the State Library. In 1974 the program was altered to include scholarships for part-time graduate study, in order to encourage employees of outstanding potential who were working in Illinois public libraries to enroll as part-time students in a graduate library school program.

During the years, the scholarship application process underwent many changes. From 1961-68 written application and a satisfactory scholastic record were sufficient to obtain a scholarship. Then beginning in mid-1960s, the applications were screened by personnel at the Career Centers, and those applicants who met the minimum requirements were interviewed by an Illinois State Library staff member or by a professional librarian who resided near the applicant. Several members of the Illinois State Library Advisory

Committee were concerned that such diverse interviewing methods resulted in bias and unfair consideration of minority applicants. In response to these concerns, the application procedures were changed, and beginning in 1972 other factors were considered in addition to scholastic record, namely the ability to write and communicate verbally. The interview process was altered so that qualified applicants were interviewed by only the Illinois State Library Manpower Development Consultant.

Previous Studies of the Illinois State Library Scholarship Program

In 1970, Ronald I. McGriff, a 1969 scholarship recipient, completed a study of basic demographic information taken from the files of 77 ISL scholarship recipients ". . . to discover any trends or conclusions about them as a group, to review the needs of public library service for such individuals, and to evaluate the Illinois State Library's approach to solving the shortage of personnel problems in the state's public libraries."[6] He found that the scholarship program had attracted individuals from urban areas who then returned to urban public libraries to work. In summary, the program was not increasing the number of librarians in rural areas.

Two years later, in 1972, Michael Madden compared the scholarship programs of Illinois, Ohio, and Missouri. He determined that Ohio was the most successful in retaining its recipients in the state to fulfill the required 2-year work agreement; the effects of the Missouri program were evident in both rural and urban areas, and in Illinois a high concentration of the recipients were

working in urban areas.[7]

A third study was done in 1974 at the University of Illinois Library Research Center by Lucille Wert. The study was an analysis of basic occupational characteristics as reported in response to a mail questionnaire which was sent to 164 scholarship recipients and 165 non-recipients.[8]

In 1981 Sue Stroyan proposed a study to survey the 212 recipients and to evaluate the impact the scholarship recipients have had on the library field. Her proposal contained an extensive literature survey from 1960 to 1981 to locate similar studies for use in the development of a survey instrument that had some validated questions. Stroyan's search provided virtually no useful information for this purpose -- no follow-up studies of scholarship or fellowship programs were found that evaluated the quality of the program as a whole. Supposedly evaluative studies were, in actuality, descriptions of awardees' demographic characteristics, educational data, initial positions after graduation and generalized opinion concerning the schools the recipients attended. With the help of Kathleen Heim, Stroyan also contacted a number of scholarship and fellowship organizations to see if they had unpublished evaluative reports on their respective programs. The Danforth Fellows, the Woodrow Wilson Fellows, and the James Scholars have compiled studies, tracing their recipients' educational experiences up to the beginning of their careers in an attempt to measure the effectiveness of their selection process, but none has attempted to measure the recipients' impact on their field of work.[9]

Section B: Procedures of the Present Study

A variety of procedures was used to obtain data for the present study:

Review of the Literature

A review of the appropriate literature was completed, and a bibliography of the most pertinent sources is attached as Appendix A.

Verification of Demographic Data from the ISL Files

The ISL file of each scholarship recipient was read and the demographic data were recorded for verification by the person and for later computer analysis. A total of 212 files were supplied by the State Library; however, one file contained only the individual's last known address. Of the total 212 recipients, five are deceased and addresses were never located for three others. In early October 1982, the 204 recipients with known addresses were mailed packets of materials containing the following items:

1. a letter explaining the purpose of the study and requesting the recipient to verify certain demographic information and to arrange a telephone interview (see Appendix B),

2. a form containing demographic information taken from the applicant's ISL file (see Appendix B),

3. a form for arranging a telephone interview (see Appendix B),

4. a copy of the proposed telephone interview schedule (see Appendix B), and

5. a stamped, self-addressed envelope for returning the demographic information form and the telephone interview form to the researcher.

After a month, a follow-up letter (see Appendix C) was added to the materials described above and then re-sent to those recipients who had not responded. In cases where the materials were returned, marked "undeliverable," an effort was made to locate current addresses in one or more of the following ways -- through a former employer, an undergraduate and/or graduate alumni or placement office, and various membership and telephone directories. (A listing of the recipients' names and addresses, when known, is attached in Appendix G.)

The mailings to 6 recipients were returned, and current addresses were never located. Considering these 6 individuals, plus the 5 deceased, and the 3 for whom no addresses were located, it is assumed that 198 of the recipients received information concerning the study. Since the recipient whose file was empty did not supply the demographic data needed for the study, all subsequent analyses of the demographic data are based on the files of 211 recipients.

A total of 163 recipients responded by mail, 82.3% of the 198 who presumably received information about the study. Demographic data were verified for an additional 15 recipients during the telephone interview process, increasing the number of responses to 178, or 89.9% of the 198 individuals who presumably received information about the study.

Since the 178 respondents reported a minimal number of errors in the summary that was sent to them for verification, the data from the files of the remaining 33 recipients were assumed to be equally accurate and were used in all subsequent analyses.

Group Meeting of Scholarship Recipients

On October 21, 1982, a group meeting of scholarship recipients was held at the Illinois Library Association annual conference in Chicago. Approximately 35 of the awardees attended the two-hour meeting during which several topics were discussed, including terms of elgibility for the scholarship and various aspects concerning the work requirement. The purpose of the present study was explained, and several suggestions were received for additional questions for the telephone interview schedule.

Telephone Interviews with Scholarship Recipients

The telephone interview form was based on the mail questionnaire used in the 1980 study by the ALA Committee on the Status of Women in Librarianship so that the data from the two studies could be compared. Based on the suggestions made at the group meeting, the proposed form was expanded (see Appendix D) and subsequently pretested with two recipients. After making minor revisions, the telephone interviews were held from November 5 to December 17, 1982 and from January 17-16, 1983.

A total of 165 scholarship recipients were interviewed, 151 of the mail respondents and an additional 14 recipients for

whom telephone numbers were located. Of the 13 mail respondents not interviewed, 4 did not complete a graduate library degree, 4 did not provide a telephone number with their responses, 1 responded after the interview process was completed, 1 decided not to participate, and 3 are currently enrolled as part-time students in library school. Telephone numbers were located for 27 of the 34 non-respondents, and of this number 15 were located. These 15 individuals verified the demographic data from their ISL files and 14 participated in the telephone interview. The 165 completed interviews constitute 83.3% of the 198 persons who could possibly have been contacted.

Telephone Interviews with Members/Former Members of the ISL Advisory Committee

In late January 1983, a letter explaining the study and requesting a telephone interview was sent to four members or former members of the Illinois State Library Advisory Committee who were active in the administration of the scholarship program. Responses were received from all four individuals, and the telephone interviews were held from February 9-14, 1983. (Copies of the letter and the list of sample interview questions appear in Appendix E.)

Data Preparation

The demographic data from the scholarship recipients' files and the responses from the telephone interviews were coded for computer entry and were analyzed by the Statistical Package for the Social Sciences (SPSS).

Comparison with the COSWL Study

The data from the present study were compared with selected variables from the 1980 study by the ALA Committee on the Status of Women in Librarianship. One of the authors of that study, Leigh Estabrook, kindly provided a copy of the computer tape of the original data.

The COSWL project, "A Pilot Profile of the Women of the American Library Association," was supported by a Bailey K. Howard goal award, with Estabrook and Kathleen M. Heim as co-principal investigators. Three thousand randomly selected ALA personal members (excluding student, lay and foreign members) were mailed a questionnaire requesting information concerning sex, race, level of education, employment, salary and involvement in professional activities. The preliminary published report of the study is based on a subsample of 1,583 full-time, currently employed ALA members, and it is these data that have been used for comparison with the present study.[10] It should be realized that the COSWL sample differs from the ISL sample since it is possible that respondents in the COSWL study had been in the field of librarianship from 1 to 40+ years as compared to the ISL scholarship recipients who had been in the field from 1 to 20 years. Therefore, if the ISL sample compares favorably with the COSWL sample, it is to the credit of the ISL sample in realizing their potential and achieving their promise in a shorter average length of time.

Selected salary data from the present study were also compared with the 1982 ALA Survey of Librarian Salaries,

which describes annual salaries paid for full-time professional positions in public and academic libraries.[11] The composite salary data from the survey were compared with the salary data from the present study for recipients who were currently employed full-time in public and academic libraries.

CHAPTER 2: ANALYSIS OF THE DATA

Several major questions were addressed in the analysis of the data:

1. Did the program recruit people of above average potential?

2. Was the program successful in retaining those individuals in the field of public librarianship?

3. Have the recipients achieved their promise in terms of present salary and position, and leadership in the profession?

4. What lessons can be learned from the experience in this program that would improve any future programs? (Will be discussed in Chapter 3)

In order to determine if there were any significant changes during the 20-year program, the data are analyzed by sex and by when the scholarships were received. Two time periods (i.e., 1961-71 and 1972-80) were designated, based on the different policies and procedures that were used in the selection of scholarship recipients (see page 6). Only summary information is given here, with references to additional data in the tables in Appendix F. The level of significance for all the analyses was set at .05.

Section A: Characteristics of the 211 Scholarship Recipients

The characteristics and qualifications of the recipients are described for the total group of 211, with additional analyses comparing the 127 individuals who received the awards from 1961-71

and the remaining 84 individuals who received the awards from 1972-80.

From 1961 to 1980 a total of $685,416 was awarded to the 211 recipients. The amounts ranged from $1,500 in 1961 to $5,000 in 1980, with 80.1% of the recipients receiving $3,000. The number of scholarships awarded annually is shown in Table F-1, and the distribution of the amounts awarded is in Table F-2.

Of the 211 scholarship recipients, 81.0% were female and 19.0% were male. In the COSWL profile of the 1980 ALA membership, 75.8% were female and 24.1% male, and the 1970 Census reported the larger universe of librarians, including non-library school graduates, as 84.0% female and 16.9% male.[12]

The recipients' marital status at the time of application was as follows: 62.6% were single, 34.1% were married and 3.3% were divorced. The ages of the recipients when they were awarded scholarships ranged from 21 to 56 years, with the average being 27.7 years (see Table F-4). A comparison of the recipients' average ages in the two time periods shows there was no significant difference (see Tables F-4 and F-26, par. 1).

Of the 211 recipients, 86.6% were residents of Illinois at the time of their scholarship application; and of the total group, 78.1% enrolled at one of the four ALA-accredited library schools in Illinois. Additional data concerning these aspects are in Tables F-3, par. 3 and F-8. Analyzed by race, 95.7% of the recipients were white (39 men and 163 women) and 4.3% were black (1 man and 8 women). Comparable findings in the COSWL study

indicate the 1980 ALA membership was 93.6% white, 3.3% black, and 2.4% other minorities.

The awardees' undergraduate grade-point averages (based on a 4-point scale) ranged from 2.1 to 4.0, with 53.2% having GPAs of 3.4 or higher. In comparing the two time periods, a significantly greater number of the recipients in the 1961-71 period had GPAs of 3.3 or less (see Tables F-5 and F-26, par. 2).

The undergraduate majors of the recipients were as follows: 69.9% arts and humanities, 20.8% social sciences, 3.8% physical and biological sciences, 1.0% business, and 4.3% other fields. A detailed categorization of these major fields is given in Table F-6.

Of the 211 recipients, 9.0% had received graduate degrees in other subject fields before enrolling in library school, and 14.7% had done some graduate study (no degree) in other fields. Analyzed by sex, 37.5% of the men had completed graduate degrees or some graduate study (no degree) as compared to 20.5% of the women. A comparison of the two time periods indicates that a significantly greater number of men in the 1961-71 period had done some graduate study or completed graduate degrees, while there was no significant difference in the number of women (see Tables F-3, par. 6 and F-26, par. 3).

A total of 60.2% of the recipients had had one year or less of library work experience prior to applying for a scholarship, while the remaining 39.8% had had more than one year of library work experience. When analyzed by time periods, there is no significant difference between the number of men with one year or

less experience and those with more than one year experience. There is, however, a significantly greater number of women in the 1961-71 period who had one year or less prior library work experience (see Tables F-10 and F-26, par. 4).

Three men and 6 women, 4.3% of the 211 recipients, withdrew from library school before completing a graduate degree, and a comparison of the two time periods indicates that 8 of these individuals had received scholarships during the 1961-71 period. A total of 199 (94.3%) recipients had received graduate library school degrees by the end of 1982 (3 are currently enrolled as part-time students), and their status in regard to fulfilling the 2-year work requirement is as follows (percentages shown are based on n=199):

145 (72.9%) have fulfilled the requirement

18 (9.0%) have partially fulfilled the requirement

7 (3.5%) are currently fulfilling the requirement

29 (14.6%) did not fulfill the requirement

The number of individuals who fulfilled the work requirement was analyzed by the time period in which they received the scholarships, and the results indicate no significant difference between the two groups (see Tables F-11 and F-26, par. 5).

Overall, the 211 recipients can be described as being of above average potential, although there were some differences in certain characteristics when analyzed by when the scholarships were received. In regard to educational preparation, the majority had undergraduate grade-point averages of B or better, and almost 25% had done some graduate study in another subject field. Over

half of the awardees had more than one year of library work experience prior to applying for a scholarship. To date 199 have completed graduate library school degrees, and of that number, 145 have complete the 2-year work agreement.

Section B: Retention of Recipients in Public Libraries

The analysis of the recipients' current positions and their geographical locations as of January 1983 is based on data recorded from the telephone interviews with 165 (82.9%) of the 199 recipients who received graduate library school degrees. In addition to analyzing the data for the composite group, several comparative analyses were made to determine if there are significant differences between the employment patterns of the 93 interviewees (15 men and 78 women) who were awarded scholarships during the 1961-71 period and the 72 (13 men and 59 women) who received the awards from 1972-80.

The 165 interviewees are employed in the following types of positions:

122 (73.9%) are employed in library or library-related positions (22 men and 100 women)
- 86 in public libraries (including system and state libraries) (17 men and 69 women)
- 14 in academic libraries (1 man and 13 women)
- 10 in school libraries (10 women)
- 7 in special libraries (2 men and 5 women)
- 5 in other library related fields (including publishing, rare book dealership, library school teaching) (2 men and 3 women)

23 (13.9%) are unemployed (2 retired from public libraries) (1 man and 22 women), and

20 (12.1%) are in non-library fields (5 men and 15 women)

In summary, 22 (78.6%) of the 28 men are currently in library and library-related positions as compared to 100 (73.0%) of the

137 women. One hundred forty-nine of the interviewees are currently employed full-time, while 18 (17 women and 1 man) are employed part-time: 7 in public libraries, 2 in academic libraries, 1 in a school library, 2 in library-related fields, and 6 in non-library fields.

The 36 interviewees who are employed in academic, special, and school libraries and in library-related positions were asked why they are not working in public libraries. Eleven (30.6%) stated they left or never entered public librarianship because of poor salary and/or lack of opportunity for advancement. Other reasons given are as follows: 7 reported that no public library position was available when they sought employment, 7 cited family or personal reasons, 4 disliked working in public libraries, 4 wanted to enter a different field, 1 never intended to work in a public library, 1 had personnel problems in a previous public library position, and 1 individual gave no response.

Two recipients have retired from employment in libraries. The remaining 21 unemployed persons and the 20 who are in non-library positions reported that they left or never entered the field for the following reasons: 19 (46.3%) left for family/personal reasons, 7 wanted to enter a new field, 6 were dissatisfied with the salary or lack of opportunity for advancement, 6 were not able to locate a job in a public library at the time they were seeking employment, and 3 disliked working in libraries.

A significantly larger percentage of individuals who received scholarships in the 1972-80 period are currently in library and library-related positions (see Table F-26, par. 6). Further

analysis of the types of positions (i.e., library/library-related positions versus unemployed/non-library) and the amount of library work experience prior to scholarship application indicates that a significantly greater number of interviewees who had more than one of year prior library work experience are currently employed in libraries and library-related positions (see Table F-27, par. 1).

A comparison of the interviewees' permanent addresses at the time of their scholarship application and their current geographical locations shows that of the 145 interviewees who were residents of Illinois at the time of their application, 112 (77.2%) are currently employed in the State, while in contrast only 6 (30.0%) of the 20 out-of-state residents are currently employed in Illinois (see Table F-27, par. 2).

The present geographical location of the 122 interviewees who are employed in libraries and library-related fields is shown in Table 2-1.

TABLE 2-1
GEOGRAPHICAL LOCATION OF INTERVIEWEES NOW EMPLOYED IN LIBRARIES AND LIBRARY-RELATED FIELDS

	Illinois		Other States		Total	
	No.	%	No.	%	No.	%
Public libraries	70	74.5	16	57.1	86	70.5
Academic libraries	8	8.5	6	21.4	14	11.5
School libraries	8	8.5	2	7.1	10	8.2
Special libraries	4	4.3	3	10.7	7	5.7
Library-related fields	4	4.3	1	3.6	5	4.1
Total	94	100.1	28	99.9	122	100.0

The 94 individuals who are working in Illinois represent 77.0% of the 122 individuals employed in library and library-related positions. The 86 persons who are employed in public libraries account for 70.5% of the individuals who are currently working in libraries and library-related positions. In general, those individuals who left Illinois are mainly in public libraries as compared to the numbers in other kinds of libraries (see Table F-27, par. 3). In comparison, Miller reports that in 1980 only 9 (23.1%) of the 39 recipients of the Idaho State Library scholarships were still working in Idaho libraries.[13]

In general, the rate of retention to the field of librarianship is quite high -- of the 165 interviewees 122 are currently in library and library-related positions and 2 are retired from the field; in addition, 3 individuals who were not interviewed are currently working part-time in public libraries and attending library school. In summary, 94 of the 122 interviewees who are in library and library-related positions are located in Illinois, and of that number, 70 are working in public libraries. While the number in Illinois public libraries represents only 42.4% of the total interviewees, the retention rate to public librarianship in general is 52.1%.

Section C: Achievements of the Recipients

Several factors are analyzed in this section to determine if the scholarship recipients have achieved their promise in terms of present position, salary, and leadership in the profession. Data for the composite group are compared with the 1980 COSWL study and the 1982 ALA Survey of Librarian Salaries, and in addition,

several analyses compare the interviewees according to when they received their scholarships (i.e., 1961-71 and 1972-80).

Positions: One hundred seven of the interviewees are currently employed full-time in library positions, and the titles of their positions were categorized as follows: director/head, associate/assistant director, department head, other librarian (i.e., reference, catalog, serials librarian, etc.), and school librarian. The distribution of individuals in these categories is shown in Table 2-2, along with comparative data from the 1980 COSWL study. Although the number of ISL recipients is approximately one-tenth the number in the COSWL study, the percentages of individuals in each category can be compared. The ratio of men/women in the two studies is also approximately the same. Line 11 of Table 2-2 shows that in the first three categories, the ISL recipients are a larger percentage of the total than is true of the COSWL sample. In the first four categories, there is no significant difference in the distribution of men in the two samples; however, the difference in the distribution of women is greater than can be explained by sampling fluctuations (see Table F-27, par. 4).

Further comparisons were made to see if those persons receiving scholarships in the 1961-71 period hold a greater number of administrative positions (i.e., head, assistant head, or department head) than is true of those individuals who received the awards in the 1972-80 period. The results indicate there is no significant difference between the two groups, and thus it can be concluded that the recipients in the second period have done

TABLE 2-2

NUMBER AND PERCENT OF LIBRARIANS IN SELECTED FULL-TIME POSITIONS: ISL SURVEY AND THE COSWL STUDY

	Public, Academic, and Special Libraries								School Libraries	
	Director/ Head		Assoc./Asst. Director		Department Head		Other Librarian*			
	ISL	COSWL	ISL	COSWL	ISL	COSWL	ISL	COSWL	ISL	COSWL
1. Women (No. in study)	(87)	(886)	(87)	(886)	(87)	(886)	(87)	(886)	(87)	(886)
2. Number	21	99	6	33	25	157	26	580	9	17
3. % of all women	24.1	11.2	6.9	3.7	28.7	17.8	29.9	65.5	10.3	1.9
4. % women in position	75.0	56.3	66.7	55.0	80.6	75.9	86.7	83.9	100.0	94.4
5. Men (No. in study)	(20)	(266)	(20)	(266)	(20)	(266)	(20)	(266)	(20)	(266)
6. Number	7	77	3	27	6	50	4	111	0	1
7. % of all men	35.0	28.9	15.0	10.2	30.0	18.7	20.0	41.7	0.0	0.4
8. % men in position	25.0	43.8	33.3	45.0	19.4	24.1	13.3	16.1	0.0	5.6
9. TOTAL (No. in study)	(107)	(1152)	(107)	(1152)	(107)	(1152)	(107)	(1152)	(107)	(1152)
10. Number in position	28	176	9	60	31	207	30	691	9	18
11. % in position	26.2	15.3	8.4	5.2	29.0	18.0	28.0	60.0	8.4	1.6

How to interpret the table: 21 (24.1%) of the 87 women in the ISL study are directors of libraries and account for 75.0% of all 28 individuals (line 10) who are employed in director positions. In comparison, 99 (11.2%) of the 886 women in the COSWL study were directors of libraries and accounted for 56.3% of the 176 individuals who were employed in director positions.

*The following categories were combined: ISL study--reference, catalog, serials, government documents, and children's librarians; COSWL study--public service, technical service, children's librarians, and other librarians, including bibliographers, media specialists, consultants, and information specialists.

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equally as well in attaining administrative positions during 1 to 9 years in the field as those individuals from the earlier period who have been in the field from 10 to 20 years (see Table F-26, par. 7).

The 165 interviewees were asked the type and amount of the largest budget they had been responsible for handling. Twenty-eight (17.0%) had never been responsible for a budget, and 27 (16.4%) did not provide this information. The types of budgets (e.g., total general budget, materials only, departmental materials, etc.) and the amounts reported by the remaining 110 interviewees are shown in Table F-16, pars. 1 and 2. Seventy (63.6%) of the 110 interviewees who reported budget information stated that the data are for their current positions.

Since there were so many variations in the types of budgets reported, only selected aspects were analyzed. Of the 38 individuals who are currently in director and associate director positions, 25 persons (22 directors and 3 associate directors) provided complete budget data for their current positions. The amounts ranged from $54,000 to $2 million, with a mean of $425,000 and a median of $300,000. A detailed listing of the types and amounts of budgets reported is included in Table F-16, pars. 1-2.

The 122 interviewees employed in library and library-related positions were asked several additional questions concerning their employment situation--number of FTE employees in the organization, their position in the organizational hierarchy, number of years in their current position, and the number of FTE professional librarians and support staff supervised.

The median number of employees in the organizations where women are working is 18 as compared to 25 for men. In comparison, the COSWL study reported the number of employees where women worked was 46.1 versus 48.5 for men. The 110 interviewees who are employed full-time in library and library-related positions were compared, based on when they received their scholarships and on the number of FTE employees in the organizations in which they are currently working -- organizations with 20 or fewer employees versus those with 21 or more employees. The results of the analysis show that there is no significant difference in the size of organizations in which the two groups are employed (see Table F-26, par. 8).

In response to the question, "How many levels are above you in the organizational hierarchy?", 7 (33.0%) of the 21 men employed full-time in library and library-related positions said they are at the top, while 4 (19.0%) stated there are 2 or more levels above them. Of the 89 women, 29 (32.6%) indicated they are at the top, and 31 (34.8%) reported 2 or more levels above them. The differences in these findings are not significant (see Table F-27, par. 5). In comparison, the COSWL study reported 19.6% of the men at the top and 53.0% with 2 or more levels above them, while 10.2% of the women were at the top and 66.8% had 2 or more levels above them. The differences between the two studies are not surprising since a much larger percentage of the ISL interviewees are in administrative positions as compared with the COSWL study in which a larger percentage of the respondents were in non-administrative positions (see Table 2-2). The hierarchical

positions of the ILS interviewees who are currently employed in library and library-related positions were further analyzed by the periods in which they recieved their scholarships, with the results indicating there is no significant difference between the groups (see Table F-26, par. 9).

In the present study the median number of years women had been in their current positions is 3.5 versus 3.75 for the men. In the COSWL study, women had been in their positions 6 years and men 7 years. Again, the differences between the studies are not surprising since the possible maximum number of years that a COSWL respondent could have been in a position was 40+, whereas the maximum number of years for the people in the present study was 20. When the COSWL data are compared with the data only for the ISL interviewees who received scholarships in the 1961-71 period, the results are more similar -- 5.5 years for women and 6 years for men.

Of the 122 interviewees employed in libraries and library-related positions, 97 (18 men and 79 women) have supervisory responsibilites, while the remaining 25 (4 men and 21 women) are in non-supervisory postions. The number of FTE employees supervised by the 97 interviewees is shown in Table 2-3.

TABLE 2-3
NUMBER OF FTE EMPLOYEES SUPERVISED

No. Supervised	Number of Respondents Supervising Professional Librarians		Support Staff	
	No.	%	No.	%
0	41	42	0	0
1-2	30	31	35	36
3-4	16	16	20	21
5-10	5	5	21	22
11-20	1	1	13	13
21+	4	4	8	8
Total	97	100	97	100

There is no significant difference in the patterns of supervisory reponsibility of the interviewees receiving scholarships in the 1961-71 and 1972-80 periods (see Table F-26, par.10), nor in the number of professional and support staff supervised (see Table F-26, pars. 11 and 12).

In the present study, 2 (9.1%) of the 21 men in library and library-related positions supervise 5 or more professional librarians, and 8 (8.0%) of the 100 women have similar supervisory responsibilities. The figures are more diverse in comparing the number of support staff supervised: 12 (54.5%) of the men supervise 5 or more such employees as compared to 30 (30.0%) of the women. In general, there is less difference between the supervisory responsibilities by sex in the present study than in the COSWL study, which reported that men had considerably more supervisory responsibility than women: 38.5% of the men supervised 5 or more professional librarians, while only 16.2% of the women did so; and 45.1% of the men supervised 5 or more support staff, as

compared to 25.8% of the women. In the present study, the similarity in the supervisory responsibilities of the men and women is due to the fact that a larger percentage of the women are in administrative positions.

When asked to describe their general career patterns, 56 (33.9%) of the 165 interviewees reported they have worked in the same organization, 106 (64.2%) have been employed in different organizations, and 3 (1.8%) have never been employed (see Table F-15, par. 1). Further analysis was made of the post-MLS employment history of the 122 individuals who are currently working in libraries and library-related fields in order to determine the number of positions they have held. No distinction was made as to whether a position change was within the same organization or due to a move to a different organization. Previous positions held in non-library fields were counted; however, periods of unemployment were excluded. The men who received scholarships in the 1961-71 period have held an average of 3 positions (median, 3.4) as compared to the men in the 1972-80 period who have had an average of 2.5 positions (median, 2.8). Likewise, the women who received scholarships in the first period have had an average of 3.1 positions (median, 3.2) as compared to the women in the second period who have held an average of 2.1 positions (median, 2.5).

Salaries: The salaries reported by the 122 full-time employed interviewees were analyzed by their field of employment (i.e., the four types of libraries, library-related fields, and other fields), and the complete data are shown in Table F-25. The

mean salaries of these groups are listed in Table 2-4, and are consistently higher than the salary data from the COSWL study. Since there is a 3-year difference between the two studies, the mean salaries reported in the COSWL study were adjusted to reflect an annual 8.5% increase for each of 3 years,[14] thereby making the figures more comparable. These adjusted figures are also shown in Table 2-4, and as can be seen, the average salaries in the present study are still above those projected for the 1982 ALA membership, with the exception of the composite average for those in academic libraries and of men in public libraries.

Selected salary data from the present study were also compared with the 1982 ALA Survey of Librarians Salaries, which describes annual salaries paid for full-time professional positions in public and academic libraries. In Table 2-5, the salary data for the 91 interviewees who are employed full-time in public and academic libraries and who reported salary information are compared with the composite salary data from the ALA survey. The salaries from the present study are also sub-categorized by sex, and although there is considerable variation for department heads and other librarians, the differences in the director and associate director categories are minimal. In comparing the present study and the ALA survey, only the ISL interviewees in director positions have an overall mean salary that is lower than the corresponding category in the ALA survey.

Not surprisingly, the mean salary ($24,800) for those individuals who received scholarships in the 1961-71 period is considerably higher than the mean salary ($18,654) for those individuals who received the awards in the 1972-80 period (see

TABLE 2-4

COMPARISON OF MEAN SALARIES FROM THE ISL SCHOLARSHIP STUDY AND THE COSWL STUDY

	Public Library	Academic Library	School Library	Special Library	Other Library Related	Non-Library Fields
ISL Study (1982)	$21,696	$21,083	$21,111	$24,714	$20,000	$25,833
male	23,823	31,000	NA*	22,000	25,000	23,000
female	21,112	20,181	21,111	25,800	17,500	27,250
COSWL Study (1979)	$15,300	$16,710	$14,700	$15,120	NR**	NR
male	19,319	20,520	18,692	NR	NR	NR
female	14,236	14,850	14,725	NR	NR	NR
COSWL 1979 mean salaries adjusted to reflect an 8.5% annual increase for three years:						
Adjusted mean salaries	$21,201	$21,343	$18,774	$19,311	----	----
male	24,675	26,209	23,873	----	----	----
female	18,182	18,966	18,806	----	----	----

*Not applicable, no male school librarians
**Not reported

TABLE 2-5

MEAN SALARY FOR SELECTED LIBRARY POSITIONS IN PUBLIC AND ACADEMIC LIBRARIES IN THE ISL STUDY AND THE ALA SURVEY OF LIBRARIAN SALARIES

	Director/ Head	Assoc./Asst. Director	Department Head	Other Librarian*
ISL Study (n=91)	$23,480	$24,666	$20,827	$19,785
male	24,000	25,000	24,666	23,000
female	23,315	24,500	19,826	19,400
ALA Survey (n=5598)	27,408	23,640	20,222	17,587

*The following categories were combined in the ALA Survey: deputy/associate and director assistant director; department head/branch head and coordinator of adult and/or young adult services and/or children's services; and other librarians -- subject specialist/bibliographer, government documents librarian, audiovisual librarian, reference/information librarian, cataloger and/or classifier, serials librarian, children's and/or young adult and/or adult services librarian.

Table F-26, par. 13). These findings support the generally accepted hypothesis that length of time in a field is directly correlated with salary. When the mean salary ($21,696) of the 79 individuals employed full-time in public libraries was compared with the mean salary ($21,727) of the 31 individuals employed full-time in other types of libraries and library-related positions, the results indicated there is no significant difference (see Table F-27, par. 6). More specifically, only the mean salary for special librarians is higher than that of public librarians; the other categories (i.e., academic, school, and library-related) are all lower (see Table F-25).

Continuing Education: Of the 165 interviewees, 102 (61.8%) have completed continuing education or short courses in library/information science. In addition, twenty-four (14.5%) individuals have done some post-MLS graduate study (no degree) in library/information science, and twenty-two of these individuals are currently employed in library and library-related positions. Forty-four (26.7%) have done some post-MLS graduate study (no degree) in other subject areas, including 24 (19.7%) of 122 interviewees who are currently in library and library-related positions, 6 (26.1%) of the 23 unemployed individuals, and 14 (70.0%) of the 20 who are currently working in non-library positions.

Separate analyses were made to compare when the interviewees received their scholarships (i.e., 1961-71 or 1972-80) and the number completing short courses, graduate study in library/information science, and graduate study in other subject fields. The results of all three analyses reveal no significant difference

between the two groups (see Table F-26, pars. 14-16). Again, this speaks well for the later group who have had about as much additional study as the earlier group but in only half the time.

Fourteen (8.5%) of the interviewees have completed additional degrees (see Table F-18). One person completed two post-MLS master's degrees, and one person who had received a master's degree in another subject area before receiving the scholarship also completed a post-MLS graduate degree. The current positions of these individuals are as follows: 7 are in library and library-related positions, 6 are in non-library positions and 1 is unemployed.

Excluding the person who received a master's degree in library science before applying for a scholarship and the individual who completed a master's degree prior to receiving the scholarship and earned a post-MLS graduate degree, 12 of the interviewees had completed graduate degrees in other subject areas before applying for a scholarship. The current positions of these persons are as follows: 9 are in library and library-related positions, and 3 are unemployed. Although the raw data seem to indicate a substantial difference in the employment pattern of these two groups, statistically the difference is not significant (see Table F-27, par. 7).

Professional Activities: Two areas were considered in measuring professional involvement in the field of library/information science: (1) membership and involvement in professional organizations, and (2) research and publication activities. The present study restricted the reporting of membership and

involvement in professional organizations to the past 5 years, while the COSWL study had no such restriction; any comparison between the two studies in this regard would be invalid.

Of the 165 interviewees, 112 (67.8%) are members of professional library/information science organizations. Ninety-eight (80.3%) of the 122 individuals in library and library-related fields hold current memberships, as do 11 (47.8%) of the 23 unemployed individuals and 3 (15.0%) of the 20 persons employed in non-library fields. When the 112 who hold organizational memberships were compared, based on when they received their scholarship, the results indicate no significant difference in the number of individuals from the 1961-71 and 1972-80 periods (see Table F-26, par.17). The organizations in which memberships are held and the number of interviewees reporting such memberships are shown in Table 2-6.

As a means of verifying the validity of the interviewees' responses concerning organizational membership, the names of 70 randomly selected individuals reporting membership in ALA were verified in the 1981/82 and 1982/83 editions of the ALA Handbook of Organization and Membership Directory. Those names not located were then checked by a staff member at the ALA Membership Office in Chicago, and 7 (10.0%) of the 70 individuals have not held membership during the past three years.

The extent to which the 112 individuals who reported organizational membership were involved in elected or appointed positions is shown in Table 2-7. Of the 112, 94 are women (68.6% of all women in the sample), and of that number 41 (43.6%) have

TABLE 2-6
Membership in Professional Organizations

Organization	Number of Responses	% of 112 Interviewees Responding
American Library Association	94	83.9
Illinois Library Association	67	59.8
Other national associations (ex., Special Libraries Assoc.)	28	25.0
Other state associations (ex., Indiana Library Assoc.)	21	18.8
LACONI (Chicago/Northern Illinois)	22	19.6
Other local associations	39	34.8
Other associations (ex., regional and other statewide associations)	18	16.1

TABLE 2-7
INVOLVEMENT IN PROFESSIONAL ORGANIZATIONS

Office/Position	Number of Responses	% of 112 Interviewees Responding
National level		
Officer	8	7.1
Chair of committee	7	6.3
Member of committee	18	16.1
State level		
Officer	15	13.4
Chair of committee	8	7.1
Member of committee	27	24.1
Local level		
Officer	6	5.4
Chair of committee	6	5.4
Member of committee	7	6.3
Total	96	

held or presently hold elected or appointed offices. In contrast, 18 men (64.3% of all men in the sample) reported professional memberships, and of that number 15 (83.3%) have held or currently hold elected or appointed offices. The difference between these figures by sex is statistically significant (see Table F-27, par.8).

Of the 56 individuals who have held elected or appointed offices in professional organizations, 37 (66.1%) are from the first period as compared to 19 (33.9%) from the second period; the difference is not statistically significant (see Table F-26, par. 18). The interviewees who received scholarships from the 1972-80 period have been just as successful in gaining appointed and elected offices in professional organizations as those from the 1961-71 period who have been in the field from 10 to 20 years longer.

Forty-eight (29.1%) of the 165 interviewees reported involvement in publication and research activities. The types and numbers of publications reported are shown in Table 2-8. Of the 48 individuals reporting publication and research activities, 11 (22.9%) are men and 37 (77.1%) are women. When considering the composite group of interviewees, however, the 11 men are 39.3% of all the 28 men, and the 37 women are 27.0% of all the 137 women. Although these data parallel the general findings of the COSWL study, which reported that men were more likely to be involved in publication activities, the difference between the sexes in this regard in the present study is not statistically significant (see Table F-27, par. 9).

TABLE 2-8
PUBLICATION AND RESEARCH ACTIVITIES

Publication/Activity	Number of Persons	Total Number of Publications
Author of monograph	2	4
Editor of monograph	8	8
Editor of journal	2	5
Author of article	21	57
Presented paper at national/state conference	13	51
Paper published in national/state conference proceedings	6	9
Review (books, AV materials, etc.)	12	427
Other published research (ex., basic lists, bibliographies, etc.)	16	23
Unpublished research	10	23

Further analysis indicates that 43 (of the 48 individuals who have been involved in research and publication) are currently working in library and library-related positions, 3 are unemployed, and 2 are in non-library positions. Twenty-nine (60.4%) of the 48 individuals received scholarships in the 1961-71 period, and the remaining 19 received the awards in the 1972-80 period. Although there is a substantial difference between these numbers, statistically it is no greater than can be explained by chance (see Table F-26, par. 19). Once again, the interviewees who completed their library school degrees less than 10 years

have been just as active in research and publication as those who completed their degrees from 10 to 20 year ago.

From the data presented in this section, there is no question but that the interviewees who are working in library and library-related positions have achieved their promise in terms of positions, salaries, and involvement in professional activities. When compared with the COSWL profile of the 1980 ALA membership, the interviewees have been more successful in obtaining administrative positions, and their salary levels are comparable or higher than those reported by both the COSWL study and the ALA Survey of Librarian Salaries. In summary, it is to the credit of the interviewees that they have attained these levels of success in less than 20 years in the field.

CHAPTER 3: SUMMARY AND CONCLUSIONS

Section A: Summary

From 1961-1980 the Illinois State Library awarded 212 scholarships. The program was funded through the LSA/LSCA, and the primary purpose was to recruit talented college graduates to the library profession and to retain these individuals in Illinois public libraries.

The purpose of the present study has been to evaluate the program and determine if it met its objectives. Specifically, the study was designed to answer four major questions: (1) Did the program recruit people of above average potential? (2) Was the program successful in retaining those individuals in the field of public librarianship? (3) Have the recipients achieved their promise in terms of present salary and position, and leadership in the profession? (4) What lessons can be learned from the experience in this program that would improve any future programs?

In order to answer these questions, a variety of methods were used to collect the data: (1) demographic data were recorded from each of the ISL files for verification by the recipients, (2) telephone interviews were conducted with recipients who completed graduate library school degrees, in order to obtain information concerning their post-MLS careers, and (3) telephone interviews were held with members/former members of the ISL Advisory Committee in order to obtain information about the administration of the program. The data from the present study were compared with selected variables from the 1980 study by the ALA Committee on the Status of Women in Librarianship (COSWL) and the 1982

ALA Survey of Librarian Salaries. In comparing the studies, it should be realized that the ISL sample differs from the COSWL and ALA sample since it is possible that respondents in those studies have been in the field from 1 to 40+ years as compared to the ISL scholarship recipients who have been in the field from 1 to 20 years.

It is assumed that 198 of the recipients received information concerning the study. Of that number 178 (89.9%) verified the demographic data from their ISL files, and telephone interviews were held with 165 of those respondents who had completed master's degrees in library science. These 165 interviewees are 82.9% of the 199 recipients who have completed the degrees as of 1982 (3 are currently enrolled in part-time library school programs).

Of the 165 interviewees, 122 (78.9%) are currently employed in library and library-related positions, and 94 (77.0%) of those individuals are currently in Illinois. Of the total 122 in library and library-related positions, 86 (70.5%) are in public libraries, with 70 being in Illinois.

In regard to current positions, the ISL interviewees have done well. In comparison with the COSWL profile of the 1980 ALA membership, the men in the ISL study have primarily the same distribution of administrative positions; however, the women in the present study have done exceptionally well in attaining positions at the director, associate director and department head levels. Since there is a greater percentage of women in these administrative positions, the difference in the supervisory responsibilities

of men and women is much less than that reported in the COSWL study.

In general, the salary levels of the ISL recipients are comparable to those reported by the COSWL study and the 1982 ALA Survey of Librarian Salaries. Only the category of director/head in public and academic libraries in the present study is somewhat lower than the corresponding category in the ALA survey.

The analyses comparing when the interviewees received their scholarships (i.e., 1961-71 or 1972-80) indicate that those individuals from the second period have done just as well or better in half the amount of time in the field as those from the first period. Specifically, a larger percentage of the individuals from the second period are currently employed in library and library-related positions; and also, there is no significant difference in the number of administrative positions held, the level of supervisory responsibility, the extent of organizational membership or involvement in publication and research activities.

In summary, it is evident that the Illinois State Library was successful in recruiting persons of quality to the field of librarianship. As a group, they have done exceptionally well, and it is to their credit that they have attained these levels of success in less than 20 years in the field.

Section B: Recommendations

The first question is whether or not a scholarship program should be reinstated by the Illinois State Library. When this question was posed to the 165 interviewees, 25 (15.2%) said, "No,"

citing the current economic situation as their reason. In contrast, 139 (84.2%) responded that a program should be reinstated, citing numerous advantages the program had provided for them. Three of the ISL Advisory Committee members/former members stated that based on practicalities they did not think a program should be reinstated; however, two of these individuals felt that even a limited program should be maintained during economically depressed periods.

The second question concerns what recommendations can be made for any future scholarship program that may be established. Based on the findings in the analysis of the data, it is recommended that any future program be patterned after the policies and procedures for the selection of recipients that were in effect during the 1972-80 period, since as described above, the individuals from this period have done as well or better than those from the first period, but in less time. Library work experience prior to scholarship application is found to correlate significantly with later retention in the field; and therefore, if library experience is not established as a pre-requisite, then individuals who have worked in libraries should be given preference over those who have had no such experience. The analyses indicate that individuals who were residents of Illinois at the time of their scholarship applications were more likely to remain and work in the State. If retention in the State is established as a primary goal in a future program, then it would be wise for the terms of eligibility to include in-state residency.

Although the 2-year work agreement was a condition of accepting the scholarship, 36 (22.8%) of the 165 interviewees cited it as a major disadvantage in being a recipient. Sixty (28.4%) of the interviewees said the requirement influenced them to continue working in Illinois, while 76 (31.8%) agreed that it influenced them to stay in the field of public librarianship. The inclusion of a work agreement in any future scholarship program would depend largely upon the purposes and goals that are established. The amount awarded would have to be substantial enough that individuals would be willing to fulfill a work agreement in return.

The requirement of fulfilling the work agreement in only Illinois public libraries, system libraries or the State Library was questioned by 10 (6.1%) of the interviewees and by one of the Advisory Committee members/former members. These individuals recommended that the agreement be extended to include libraries in any tax-supported institution in the State, explaining that in the present era of inter-library cooperation and networking, the materials in tax-supported institutions are available to the public at large. In essence, they were saying that the categorization of tax-supported libraries as public, academic, school and special is no loger valid and that in actuality there is only a dichotomy -- publicly funded libraries and privately funded libraries.

In planning the publicity for a future scholarship program, the responses of how the 165 interviewees learned about the ISL program should be considered (see Table F-21). Over half of them

learned of the program from talking with a librarian or from seeing a poster/flyer. Other frequently cited sources were as follows: teacher/counselor, newspaper advertisement, the ALA directory of scholarship information, and library school announcements.

Although there was some conjecture that standards were lowered as a means to recruit men and minorities into the field of librarianship, there is no evidence to support these suppositions. Needless to say, any future program should strive solely to recruit the best possible persons, regardless of sex or race.

The option of attending library school part-time was supported by a number of interviewees, and this provision should be incorporated as an option in any future program. The amount of time allowed to complete a graduate library school degree should be extended to possibly two years to provide individuals the option of taking a more extensive program of study.

Three of the interviewees and one of the Advisory Committee members/former members suggested that a scholarship program be established to recruit individuals into specific areas of librarianship, for example, children's librarians, automation and system analysis librarians, and librarians for special groups (e.g., handicapped, institutionalized, etc.). Although it would probably not be wise to limit an entire scholarship program to such specialized needs, a limited number of awards could be so designated or persons with interests in these areas might be given preference during the selection process.

Five interviewees and one Advisory Committee member/former member recommended that instead of a scholarship program to recruit individuals into the field of librarianship, scholarships should be awarded to individuals who are professional librarians and want to return to graduate school for additional course work, an advanced certificate or an additional degree at the master's level. Such a program would probably result in an exceptionally high retention rate to the field and to the State, and it could possibly be designed to provide librarians in specialized fields, such as those outlined in the preceding paragraph.

The interviewees made numerous comments concerning the administration of the scholarship program; however, it should be remembered that the individuals received scholarships at various times, and the comments should not be considered as a reflection on the program as a whole. Several individuals suggested that the payments should be arranged to coincide more closely with the academic year, and several others suggested that more time should be allowed for locating a position. There was a consensus that there should be more communication with the recipients not only while they are in school, but also during the 2-years while they are fulfilling the work agreement. A limited number of the interviewees said they received information and help in locating a position, while several others said the State Library provided little or no information concerning placement. Several stated they were confused as to whether or not the State Library would help them in locating positions, and suggested that this be specified in any future program. Several of the interviewees said they

were unsure of the policies and procedures for repaying the scholarship amount in case they could not fulfill the work requirement and suggested that this information too be provided as part of the initial agreement. A number of the individuals who had repaid the scholarship amount stated there was some confusion concerning the method and schedule of repayment and that the receipt of payments was not properly acknowledged.

The consensus of the 165 interviewees is that the Illinois State Library should reinstate a scholarship program -- perhaps not necessarily a replication of the 1961-80 program, but nevertheless a program of some sort. As can be determined from the preceding discussion, there are numerous options that could be considered in re-establishing a program, although many may depend on whether the funding would be from federal or state revenues.

After reading the related literature on library scholarships and fellowships, talking with persons who were responsible or active in the administration of the 1961-80 program, and interviewing 165 of the recipients, the author proposes the two scholarship programs outlined below. The proposal is purely hypothetical, does not purport to be complete, and may not be legally possible.

Assumption: It is assumed that the State would be permitted to restrict the terms of eligibility if federal funds are used.

Definition: For the purpose of this proposal, a public library is defined as any library in the State of Illinois that is funded either totally or in part by state and/or federal revenues.

Purpose of the Two Programs: Program I would be designed to recruit a limited number of well-qualified individuals into publicly-supported libraries in Illinois; and Program II would be designed to encourage library school graduates already working in libraries in the State to return for graduate courses or advanced degrees in special areas of library/information science. A major goal of both programs would be the retention of these individuals in publicly-supported libraries in the State.

Procedures for Program I: The monies for an Illinois State Library Scholarship would be entrusted to each of the four ALA-accredited library schools in Illinois, on the condition that each school added a tuition and fee waiver. (If funds are not available for four scholarships a year, they could be awarded to the universities on alternating years, or funds for one scholarship a year could be rotated in a four-year cycle.) The terms of eligibility should include, but not necessarily be limited to the following: (1) be a resident of Illinois at the time of application, (2) have the equivalent of a minimum of one year of prior paid library work experience in any library, (3) have no more than two courses completed towards a master's degree in library/information science, and (4) meet all entrance requirements of the awarding institution. The recipient should have the option of enrolling as a full- or part-time student, with payments scheduled accordingly. The time limit for completing the master's degree should be 24 months for full-time students and 48 months for those enrolled part-time.

After an awardee is selected by a library school, the Illinois State Library would handle the legalities of a 2-year work agreement which would include explicit terms for completing the requirement and with detailed explanations and instructions for repayment in case the terms of the agreement are not met. After completing the graduate degree, the recipient would be responsible for locating an appropriate position within nine months or begin the process of repaying the amount of the scholarship. It would be the responsibility of the State Library to monitor the 2-year work period and/or to recover the amount due in case the agreement is not completed.

Procedures for Program II: The scholarship program for professional librarians working in the State would be competitive, with the administration handled by the State Library. Three or four scholarships would be awarded each year, and the terms of eligibility should include, but not necessarily be limited to the following: (1) have a master's degree in library/information science from an ALA-accredited master's program, (2) have completed a minimum of five successive years of employment in an Illinois library (public or private), (3) provide satisfactory letters of reference, and (4) provide evidence of admission for post-MLS course work or an appropriate advanced degree at a school with an ALA-accredited master's program, or in a college or department in another subject area (for example, business administration, computer science, etc.) in an academic institution of recognized standing. The applicant would be required to submit a written summary of his/her goals and objectives in pursuing

additional graduate study, and to explain how these would relate to his/her future plans for working in a publicly supported library in Illinois. The amount awarded and the time limit for completing the course work or a degree should be flexible, depending on the type of program the recipient plans to pursue and on the requirements imposed by the institution the recipient will attend. A 2-year work agreement would be similar to that described in the preceding section.

In view of the current financial and employment situations, it may not be possible to fund the programs outlined above, and if a choice must be made between these two programs, the State of Illinois would receive a greater return from the second of the proposed programs. Program I is intented to prepare individuals for their entry level credential and would not advance the techniques of professional practice. With Program II, however, individuals who already have the entry level credential plus five years of professional experience are more likely to make advances in the field of librarianship.

The question of re-establishing a scholarship program is vital. Quality people were needed during the period of affluence, and quality people will likewise be needed to cope with decreasing financial support and the complexities of interlibrary cooperation.

NOTES

[1]John C. Frantz, "Library Services Act - Library Services and Construction Act: The Past is Prologue," Illinois Libraries 47 (January 1965): 9-10.

[2]_____, "The Library Services and Construction Act," ALA Bulletin 60 (February 1966): 150.

[3]"The Illinois State Library Recruitment Program," Illinois Libraries 49 (May 1967): 365.

[4]Ibid., p. 366.

[5]Marilyn Salazar, "Illinois Minorities Manpower Project, May 1972 - August 1974, Final Report Summary," (Unpublished preliminary report; American Library Association, 1976), p. [iv].

[6]Ronald I. McGriff, "A Study of the Scholarship Project of the Illinois State Library," (Master's thesis, Library School, University of Minnesota, 1970), p. 4.

[7]Michael Madden, "A Comparative Study of Three State Library Scholarship Programs," (Master's thesis, Department of Library Science, University of Missouri-Columbia, 1972), p. 42.

[8]Lucille M. Wert, "Evaluation of the Illinois State Library Scholarship Program," (Unpublished preliminary report, University of Illinois, 1974).

[9]Sue Stroyan, "Illinois State Library Scholarship Evaluation Project," (Unpublished manuscript, University of Illinois, 1981).

[10]Leigh S. Estabrook and Kathleen M. Heim, "A Profile of ALA Personal Members," American Libraries 11 (December 1980): 654-59.

[11]American Library Association, ALA Survey of Librarian Salaries (ALA, 1982), p. 62

[12]U. S. Bureau of the Census, Census of Population: 1970, Occupational Characteristics, Subject Reports, Final Report PC(2)-7A, (GPO, 1973), p. 17.

[13]Helen M. Miller, "Where Are They Now? A Review of the Scholarships Granted by the Idaho State Library Since 1964," Idaho Librarian 32 (July 1980): 111.

[14]The figure of 8.5% was selected, based on the annual average percent change in the wage rates (private, nonfarm) as reported by the U.S. Bureau of Labor Statistics for 1980 (8.1%) and 1981 (8.9%) (1981 Statistical Abstract of the U. S., p. 459).

APPENDIX A

BIBLIOGRAPHY ON
SCHOLARSHIPS/FELLOWSHIPS IN LIBRARY AND INFORMATION SCIENCE

This bibliography contains citations for articles, monographs, dissertations and theses issued from 1958-82, and is arranged in two sections: (1) materials relating to LSA/LSCA scholarship programs, and (2) materials relating to other specific library scholarship/fellowship programs or to library scholarship problems in general. Citations for materials containing evaluative information are designated with an asterisk (*) and are followed by brief annotations. Unpublished reports, listings of financial aid, notices and announcements are excluded.

The following sources were consulted in compiling the bibliography: Library Literature, Education Index, ERIC (Dialog online ERIC search), and Dissertation Abstracts.

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PART I: LSA/LSCA Scholarship Programs

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"The Illinois State Library Recruitment Program." Illinois Libraries 49 (May 1967): 364-369.

Lamkin, Burton E. "Toward a Federal Strategy in Library Training." American Libraries 2 (May 1971): 496-499.

Landreth, Ann and Smith, Hardin E. "ILA and LSCA Scholarships in Indiana." Focus on Indiana Libraries 20 (June 1966): 38-40.

*Madden, Michael. "A Comparative Study of Three State Library Scholarship Programs." Master's thesis, Department of Library Science, University of Missouri-Columbus, 1972.
A comparison of the scholarship programs in Illinois, Ohio, and Missouri.

*McGriff, Ronald I. "A Study of the Scholarship Project of the Illinois State Library." Master's thesis, Library School, University of Minnesota, 1970.
A study of demographic information from the files of 77 recipients of Illinois State Library Scholarships.

*Miller, Helen M. "Where Are They Now? A Review of the Scholarships Granted by the Idaho State Library Since 1964." Idaho Libraries 32 (July 1980): 107-111.
In 1980, 9 of the 39 scholarship recipients were working in Idaho. This is a survey of the recipients and their current positions.

Mersel, Jules, et al. An Overview of the Library Services and Construction Act: Title I. Santa Monica: System Development Corp., 1969. (available as ERIC Document 024 851) (Also published by R. R. Bowker, 1969).

"More Librarians for California." News Notes of California Libraries 55 (Fall 1960): 329-336.

"Public Librarians Training Grants Improved." Bookmark 25 (March 1966): 211-213.

*Quint, Mary D. "Illinois Manpower: Program and Commitment." Illinois Libraries 56 (June 1974): 455-458.

The ISL has supported several manpower programs, including the ISL Scholarship Program that was established in 1961. A summary is given of the scholarship program from 1961-74.

*Shinn, Sydniciel. "State Scholarship Program Impact: The Missouri Experience." American Libraries 3 (December 1972): 1199-1201.

A description of the Missouri program from 1958-72, with a summary of recipients' current positions and professional activities.

Verschoor, Irving A. "Library Services Act Scholarships in New York State." ALA Bulletin 52 (May 1958): 349-350.

PART II: Other Scholarship Programs

*Bergen, Daniel P. "Recruitment for the Profession: Librarianship's Position in the Seller's Market." Journal of Education for Librarianship 2 (Summer 1961): 42-46.

A survey of financial aid to students in library science as compared with financial aid available to students in 44 other graduate fields.

"Biomedical Librarianship Training at Minnesota." Medical Library Association Bulletin 55 (July 1967): 356.

Bird, Viola A. "Anatomy of the AALL Scholarships and Grants." Law Library Journal 61 (February 1968): 7-10.

Brooks, Hallie Becham. "Scholarship programs of the Georgia Library Association." Georgia Librarian 13 (November 1976): 28-31.

Crahan, Elizabeth S. "Birth of a Foundation: The Medical Library Scholarship Foundation." Medical Library Association Bulletin 58 (October 1970): 584-586.

Cummings, Isabel. "To Further the Study of Library Science." Canadian Library 24 (May 1968): 632-635.

*DeLoach, Marva Laverne. "The Higher Education Act of 1965 - Title II-B: The Fellowships/Traineeships for Training in Library and Information Science: Its Impact on Minority Recruitment in Library and Information Science Education." Doctoral dissertation, Library School, University of Pittsburgh, 1980.

A survey of 70 Title II-B grantee institutions. Before 1970 minorities received only 7% of the fellowships and represented approximately 10% of library school enrollment. By 1978 minorities received approximately 80% of the fellowships. The author suggests that longitudinal studies of individual recipients are needed to determine their career choices and career progress.

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*Holmstrom, Engin I. and El-Khawas, Elaine H. "An Overview of the First Four Years of the Title II-B Fellowship Program." College and Research Libraries 32 (May 1971): 205-216.

A summary of the final report Overview of the Library Fellowship Program by Sharp and others (see below).

Jurkins, Jacquelyn J. "AALL Scholarships and Grant Phase II, or Anatomy of the AALL Scholarships and Grants Revisited." Law Library Journal 65 (May 1972): 150-153.

*Lewin, Martin. "Back to Recruitment." Wilson Library Bulletin 47 (September 1972): 101-102.

Questions the desirability of general recruitment to the field, but enumerates areas in which qualified librarians are needed -- for example, librarians in prisons and other institutions, library researchers, and persons qualified in computer science. Includes a summary of the Buffalo and Erie County Public Library scholarship fund.

*Mayden, Priscilla M. "Changes in the MLA Scholarship Program: A Guest Editorial." Medical Library Association Bulletin 66 (July 1978): 353-354.

Expresses concern that the scholarship program is designed to attract more graduates to a field already crowded at the entry level. On the other hand more minorities are needed and the most urgent need is for librarians at the administrative level.

*Ramsey, Jack Austin. "Results of a Scholarship Program." Wilson Library Bulletin 37 (March 1963): 571, 582.

Results of the H. W. Wilson Scholarship program are evaluated, based on the employment records of recipients from 1 to 4 years after receiving the scholarships. Library school deans comment on the value of the scholarship program in relation to their schools.

Reed, Sarah R. "The Federal Government and Professional Library Education." ALA Bulletin 60 (February 1966): 163-166.

*Sharp, Harold S. "Recruiting from Within; Scholarships Can Help You." Wilson Library Bulletin 32 (January 1958): 352-353.

*Sharp, Laure M., Holmstrom, Engin I., and El-Khawas, Elaine H. Overview of the Library Fellowship Program. Washington, D. C.: Bureau of Social Science Research, 1970. (ERIC ED 043 361)

Results of the first four years of the HEA Title-IIB program are evaluated. Objectives of the study were to collect and analyze (1) demographic information on fellowship recipients, (2) institutional procedures for application, review and selection of recipients, and (3) results of the program as measured by rates of degree completion, positions held after graduation, and library school faculty evaluations.

Sherard, Mary. "Should Scholarships be Limited to Mississippi Residents?" Mississippi Library News 32 (September 1968): 160-161.

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Questions "string attached" scholarships and suggests that "no-strings attached" grants to library schools might help lower tuition rates, improve the quality of teaching, or establish more work-study programs.

*Wright, John G. "Survey of Recipients of CLA Awards and Scholarships." Canadian Library Journal 37 (June 1980): 163-168.

A survey of 28 of 105 recipients of CLA awards and scholarships. Includes analyses of library schools attended, current library positions by type and location, membership in professional associations, other professional activities, and comments concerning the value of the programs and suggestions for continuation or change.

Zenk, Margaret L. "Nearing a Half Century: The PLA Scholarship Fund." Pennsylvania Library Association Bulletin, 27 (January 1972): 49-50.

APPENDIX B

MATERIALS SENT TO SCHOLARSHIP RECIPIENTS

University of Illinois at Urbana-Champaign

Graduate School of Library and Information Science

LIBRARY RESEARCH CENTER
410 David Kinley Hall
1407 W. Gregory Drive
Urbana, Illinois 61801
(217) 333-1980

58

October 10, 1982

Dear

In 1980 the Illinois State Library decided to discontinue the scholarship program which was developed in 1961 to encourage talented college graduates to enter the library profession. A total of 214 scholarships were awarded over the nineteen year period, and now that the last recipients are completing their library degrees and work agreements, there is a need for evaluating the program in terms of its effect on library personnel in Illinois. The study is being conducted by the Library Research Center under the auspices of the Illinois State Library.

We hope that as a recipient of an Illinois State Library scholarship you will assist us in the study by editing a summary of data taken from your ISL file and by providing additional information in a telephone interview. We will then analyze these responses to judge whether the scholarship program was a success, by various criteria, and to learn from this experience how better to design such a program in the future.

Enclosed you will find three forms: 1) a summary of information taken from your ISL file, 2) an information form for scheduling a telephone interview, and 3) a sample questionnaire for the telephone interview. Please correct and/or verify the information on form 1; indicate on form 2 how and when we can call you for a telephone interview (estimated from pre-tests to take 10-15 minutes), and then return these forms in the enclosed stamped, self-addressed envelope, within one month. Keep the sample questionnaire, form 3, for use during the telephone interview.

Although your name appears on the enclosed forms, all information in the final report will consist of group data only, and no individual names will be used. It is anticipated, however, that the final report will include an appendix listing all 214 scholarship winners.

Thank you for assisting us in the study. I am looking forward to talking with you in the near future.

Sincerely yours,

Jeanette Drone

Jeanette Drone

(FORM 1)

University of Illinois Library Research Center
410 DKH; 1407 W. Gregory Drive, Urbana, IL 61801

Study of Illinois State Library Scholarship Winners: 1961-1980

The following information was taken from the ISL files; please correct any statement which is in error, ıd add any additional information which you think is relevant.

Part A. General

1. Name _____

2. Sex . . . . . Male 1
Female 2

3. Year of birth . . . . . 19___

4. Marital status at the time of your application for the ISL scholarship . . . . . Single 1
Married 2
Divorced 3

5. Permanent address at the time of your application Chicago area 1
Downstate Illinois 2
Other state ( ) 3

6. Year in which you were awarded an ISL scholarship . . . . . 19___

7. Amount awarded $2000 1
3000 2
5000 3
Other ($_____) 4

Part B. Education

8. Type of college or university from which undergraduate degree was secured . . . . . Public 1
Private 2

9. Location of this college or university. . . . . Illinois 1
Other state ( ) 2

10. Year in which undergraduate degree was received . . . . . 19___

11. Grade-point average (on 4 point scale) for last 2 years of undergraduate study . . . . . _____

12. Major field of study . . . . . _____

13. Graduate study in other than library science and before receipt of ISL scholarship . . . . . None 1
Master's degree 2
Doctorate 3
Some course work but no degree 4

14. Library school attended on ISL scholarship _____

15. Student status in library school . . . . . Full-time 1
Part-time 2

16. Year in which library school degree was received . . . . . 19___

Part C. Other

17. Number of years of library work experience before going to library school . . . . . Full-time ___
Part-time ___

18. Current status in the ISL scholarship program

a. Completed library school and completed work requirement . . . 1

b. Completed library school and repaid (or repaying) scholarship to ISL 2

(1) Type of library in which you first worked after library school . . . . . _____

(2) State in which you first worked after library school . . . . . _____

c. Completed library school and did not repay scholarship . . . 3

d. Completed library school and presently completing 2-year work requirement in a public library in Illinois 4

e. Currently in library school 5

f. Left library school before completion of academic program . . 6

g. Completed library school, partial completion of work requirement and partial repayment 7

h. Completed library school, partial completion of work requirement and no repayment 8

If the above information is correct (other than as indicated), to the best of your recollection, please date, sign and return this form (in the enclosed stamped self-addressed envelope).

_____ _____
(date) (signature)

University of Illinois at Urbana-Champaign

Graduate School of Library and Information Science

ADMINISTRATIVE OFFICE
410 David Kinley Hall
1407 W. Gregory Drive
Urbana, Illinois 61801-3680
(217) 333-3280

61

(FORM 2)

ISL SCHOLARSHIP SURVEY

INFORMATION FOR SCHEDULING TELEPHONE INTERVIEW

My telephone number is ( )_____

From February 5-15, the best times to reach me are

_____

_____

Date_____ Signed_____

University of Illinois at Urbana-Champaign

Graduate School of Library and Information Science

LIBRARY RESEARCH CENTER
410 David Kinley Hall
1407 W. Gregory Drive
Urbana, Illinois 61801
(217) 333-1980

SAMPLE INTERVIEW SCHEDULE FOR TELEPHONE SURVEY
OF ISL SCHOLARSHIP WINNERS
(Form 3)

(Keep this sample form for use during the telephone interview)

Name _____

SECTION I: CAREER HISTORY

1. Please provide a brief chronological summary of the positions you have held since completing your library school degree. (Start with your current position)

A. Name of organization _____ City/State _____

Job title _____

Year began _____ Year left _____

☐ Supervisory ☐ Full-time
☐ Non-Supervisory ☐ Part-time

2. Which of these categories best describes your general career pattern?
   a. Same position within same organization 1
   b. Similar positions within same organization 2
   c. Different positions within same organization 3
   d. Similar positions in different organizations 4
   e. Different positions in different organizations 5

SECTION II: CURRENT OR MOST RECENT JOB SITUATION

3. What would you say was your highest priority in accepting your current/most recent position?
   a. Status of the position 1
   b. Salary 2
   c. Challenge of the work 3
   d. Geographical location 4
   e. Opportunity for advancement 5
   f. Personal/family reasons 6
   g. Other (specify) 7

4. At the time you began this position, how would you compare your professional qualifications and expertise to the requirements of the job?
   a. I felt underqualified 1
   b. I was well suited to the position 2
   c. I felt overqualified 3

5. Approximately how many persons are/were full-time employees of the library/organization (including both professional and nonprofessional)?

_____

6. How many individuals (full-time equivalent) do/did you supervise?

Professionals _____
Nonprofessionals _____

7. What is your salary level for 1982?

a. Less than $12,000
b. 12,000 - 14,999
c. 15,000 - 17,999
d. 18,000 - 20,999
e. 21,000 - 23,999
f. 24,000 - 26,999 . . . 1 - 6
g. 27,000 - 29,999 . . . 2 - 7
h. 30,000 - 32,999 . . . 3 - 8
i. 33,000 - 35,999 . . . 4 - 9
j. 36,000 or more . . . 5 -10

8. In the organization hierarchy, how many levels are/were above you? (Chief administrative officer counts as highest level)_____

SECTION III: PROFESSIONAL ACTIVITIES

9. Please list the national/regional/state library and information science organizations in which you hold membership.

a._____ b._____(etc.)

10. List all the elected or appointed positions (officer, chair, committee member) you have held in these organization since Jan. 1, 1979.

Organization — Position

a._____

b._____(etc.)

11. Please indicate the extent to which you have been involved in research and publishing in library/information science during the last 5 years.

Type of activity — Approximate number produced

a. Author of monograph . . . . . _____
b. Editor/compiler of monograph . . . . . _____
c. Editor of journal . . . . . _____
d. Author of journal/periodical article . . . . . _____
e. Presented paper at state/national conference . . . . . _____
f. Published paper in state/national conference proceedings . _____
g. Research completed but unpublished . . . . . _____
h. Book reviews published . . . . . _____
i. Other (specify)_____ . . _____
j. None . . . . . _____

SECTION IV: EDUCATIONAL ACTIVITIES

12. Have you completed any post-MLS course work in library/information science?
Yes . . .1
No . . . 2

13. Have you completed an additional degree in library/information science?
Yes . . .1
No . . . 2

If yes, give degree, date awarded, and institution _____

_____

14. Have you completed any continuing education/short courses in library/information science?
Yes . . .1
No . . . 2

15. Have you completed any post-MLS course work in another subject area?
Yes . . .1
No . . . 2

16. Have you completed an additional degree in another subject field?
Yes. . . 1
No . . . 2

If yes, give degree, date awarded, and institution _____

_____

SECTION V: OTHER INFORMATION

17. If you are no longer in the field of librarianship/information science or never worked in the field, what were your reasons for leaving (or never entering) the field?

_____

18. If you are a librarian but are no longer working (or never worked) in a public library, explain why.

_____

SECTION VI: SCHOLARSHIP PROGRAM

19. How did you originally learn about the Illinois State Library Scholarship Program?
a. Library school announcement 1
b. College orientation session 2
c. Career Center of the Illinois State Library 3
d. Poster/flyer 4
e. Librarian 5
f. Other (specify)_____ 6

20. Would you have been able to attend library school without the scholarship?

Yes . .1
No . . 2

21. What advantages did being a scholarship recipient have?

a. Did not have to work while a student 1
b. Able to finish degree within 1 year period 2
c. Able to concentrate on course work and received better grades 3
d. Had better job placement opportunities 4
e. Other (specify)_____. .5
f. None 6

22. What, if any, disadvantages were there in being a scholarship recipient?

a. In addition to the scholarship, had to work part-time or had to find part-time employment 1
b. Didn't include tuition and fee waiver 2
c. Requirement of 2 years' work in an Illinois public library or repayment 3
d. Other (Specify)_____ . . . 4
e. None 5

23. Did the two-year work requirement influence you to

a. continue working in Illinois?
Yes . .1
No . . 2

b. continue working in a public library?
Yes . .1
No . . 2

24. Would you recommend that the Illinois State Library reinstate the scholarship program?

Yes . .1
No . . 2

If yes, would you recommend any changes?
(specify)_____

If no, why not?
(specify)_____

25. Has librarianship/information science fulfilled your career expectations?

Yes . .1
No. . .2

26. Other questions/comments_____

_____

APPENDIX C

FOLLOW-UP LETTER SENT TO SCHOLARSHIP RECIPIENTS

University of Illinois at Urbana-Champaign

Graduate School of Library and Information Science

LIBRARY RESEARCH CENTER
410 David Kinley Hall
1407 W. Gregory Drive
Urbana, Illinois 61801
(217) 333-1980

67

November 15, 1982

Dear

As the holiday season approaches, all of us are becoming even more busy, and frequently special requests can be overlooked or forgotten.

Approximately four weeks ago you should have received an explanation of the Illinois State Library Scholarship Survey that is being conducted by the University of Illinois Library Research Center. In case you mislaid the materials, we have enclosed additional copies. We are sure you will be able to find five minutes to verify the information on Form 1 and supply telephone interview information on Form 2. You may keep the sample questionnaire, Form 3, for reference during the telephone interview.

Most of the scholarship recipients have returned their forms, and at the present time we are in the process of conducting telephone interviews with them. Please, will you help us?

Thanks!

Sincerely,

Jeanette Drone

Jeanette Drone

APPENDIX D

TELEPHONE INTERVIEW FORM

University of Illinois at Urbana-Champaign

Graduate School of Library and Information Science

LIBRARY RESEARCH CENTER
410 David Kinley Hall
1407 W. Gregory Drive
Urbana, Illinois 61801
(217) 333-1980

INTERVIEW SCHEDULE FOR TELEPHONE SURVEY
OF ISL SCHOLARSHIP WINNERS
(Form 3)

Name _____ ID no. _____

SECTION I: CAREER HISTORY

1. Please provide a brief chronological summary of the positions you have held since completing your library school degree. (Start with your current position)

a. Name of organization _____ City/State _____ _____
Job title _____ _____
Year began _____ Year left _____ _____
☐ Supervisory ☐ Full-time
☐ Non-Supervisory ☐ Part-time _____

++

b. Name of organization _____ City/State _____ _____
Job title _____ _____
Year began _____ Year left _____ _____
☐ Supervisory ☐ Full-time
☐ Non-Supervisory ☐ Part-time _____

++

c. Name of organization _____ City/State _____ _____
Job title _____ _____
Year began _____ Year left _____ _____
☐ Supervisory ☐ Full-time
☐ Non-Supervisory ☐ Part-time _____

++

d. Name of organization _____ City/State _____ _____
Job title _____ _____
Year began _____ Year left _____ _____
☐ Supervisory ☐ Full-time
☐ Non-Supervisory ☐ Part-time _____

BEST COPY AVAILABLE

2. Which of these categories best describes your general career pattern?
   a. Same position within same organization 1
   b. Similar positions within same organization 2
   c. Different positions within same organization 3
   d. Similar positions in different organizations 4
   e. Different positions in different organizations 5

SECTION II: CURRENT OR MOST RECENT JOB SITUATION

3. What would you say was your highest priority in accepting your current/most recent position?
   a. Status of the position 1
   b. Salary 2
   c. Challenge of the work 3
   d. Geographical location 4
   e. Opportunity for advancement 5
   f. Personal/family reasons 6
   g. Other (specify) 7

4. At the time you began this position, how would you compare your professional qualifications and expertise to the requirements of the job?
   a. I felt underqualified 1
   b. I was well suited to the position 2
   c. I felt overqualified 3

5. Approximately how many persons are/were full-time employees of the library/organization (including both professional and nonprofessional)? _____

6. How many individuals (full-time equivalent) do/did you supervise?
   Professionals _____
   Nonprofessionals _____

7. What is your salary level for 1982?

a. Less than $12,000	f. 24,000 - 26,999 . . . 1 - 6
b. 12,000 - 14,999	g. 27,000 - 29,999 . . . 2 - 7
c. 15,000 - 17,999	h. 30,000 - 32,999 . . . 3 - 8
d. 18,000 - 20,999	i. 33,000 - 35,999 . . . 4 - 9
e. 21,000 - 23,999	j. 36,000 or more . . . 5 -10

8. In the organization hierarchy, how many levels are/were above you? (Chief administrative officer counts as highest level) _____

SECTION III: OTHER WORK RELATED INFORMATION

9. Have you participated in the planning of a new library building?

Yes 1
No 2
Yes, no info. 3

If yes, give details concerning your involvement (when, where, etc.)

_____

10. What is the largest budget you have been responsible for handling?_____

Is this in your current position?

Yes 1
No 2

Give details?_____

11. Have you served as a consultant/advisor to any other library?

Yes 1
No 2

If yes, give details _____

SECTION IV: PROFESSIONAL ACTIVITIES

12. Please list the national/regional/state library and information science organizations in which you hold membership.

a._____ b._____

c._____ d._____

e._____ f._____

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13. List all the elected or appointed positions (officer, chair, committee member) you have held in these organization since Jan. 1, 1979.

Organization	Position
a.	
b.	
c.	
d.	
e.	
f.	

14. Please indicate the extent to which you have been involved in research and publishing in library/information science during the last 5 years.

Type of activity	Approximate number produced
a. Author of monograph	
b. Editor/compiler of monograph	
c. Editor of journal	
d. Author of journal/periodical article	
e. Presented paper at state/national conference	
f. Published paper in state/national conference proceedings	
g. Research completed but unpublished	
h. Book reviews published	
i. Other (specify)_____	
j. None	

SECTION V: EDUCATIONAL ACTIVITIES

15. Have you completed any post-MLS course work in library/information science?
Yes . . .1
No . . . 2

16. Have you completed an additional degree in library/information science?
Yes . . .1
No . . . 2

If yes, give degree, date awarded, and institution _____

_____

17. Have you completed any continuing education/short courses in library/information science?
Yes . . .1
No . . . 2

18. Have you completed any post-MLS course work in another subject area?
Yes . . .1
No . . . 2

19. Have you completed an additional degree in another subject field?

Yes. . . 1
No . . . 2

If yes, give degree, date awarded, and institution _____

_____

SECTION VI: OTHER INFORMATION

20. If you are no longer in the field of librarianship/information science or never worked in the field, what were your reasons for leaving (or never entering) the field?

_____ _____

_____

_____

_____

21. If you are a librarian but are no longer working (or never worked) in a public library, explain why.

_____

_____

_____

_____

SECTION VII: SCHOLARSHIP PROGRAM

22. How did you originally learn about the Illinois State Library Scholarship Program?

a. Library school announcement 1
b. College orientation session 2
c. Career Center of the Illinois State Library 3
d. Poster/flyer 4
e. Librarian 5
f. Other (specify)_____ 6

23. Would you have been able to attend library school without the scholarship?

Yes . .1
No . . 2

24. What advantages did being a scholarship recipient have?

a. Did not have to work while a student 1
b. Able to finish degree within 1 year period 2
c. Able to concentrate on course work and received better grades 3
d. Had better job placement opportunities 4
e. Other (specify)_____. .5
f. None 6

25. What, if any, disadvantages were there in being a scholarship recipient?

a. In addition to the scholarship, had to work part-time or had to find part-time employment 1
b. Didn't include tuition and fee waiver 2
c. Requirement of 2 years' work in an Illinois public library or repayment 3
d. Other (Specify)_____ . . . 4
e. None 5

26. Did the two-year work requirement influence you to

a. continue working in Illinois? Yes . .1 No . . 2

b. continue working in a public library? Yes . .1 No . . 2

27. Would you recommend that the Illinois State Library reinstate the scholarship program? Yes . .1 No . . 2

If yes, would you recommend any changes?
(specify)_____

_____

If no, why not?
(specify)_____

_____

28. Has librarianship/information science fulfilled your career expectations? Yes . .1 No. . .2

29. Other questions/comments_____

_____

APPENDIX E

MATERIALS SENT TO MEMBERS/FORMER MEMBERS OF THE ILLINOIS STATE LIBRARY ADVISORY COMMITTEE

University of Illinois at Urbana-Champaign

Graduate School of Library and Information Science

LIBRARY RESEARCH CENTER
410 David Kinley Hall
1407 W. Gregory Drive
Urbana, Illinois 61801
(217) 333-1980

76

January 28, 1983

Dear

In 1980 the Illinois State Library decided to discontinue the scholarship program that was established in 1961 to encourage talented college graduates to enter the library profession. A total of 212 scholarships were awarded over the nineteen-year period, and now that the last recipients are completing their library degrees and work agreements, an evaluation is underway to determine the program's effect on library personnel in Illinois. The study is being conducted by the Library Research Center under the auspices of the Illinois State Library.

To date, 178 of the recipients have verified demographic data recorded from their ISL files, and telephone interviews have been conducted with 169 individuals. The data from these two procedures are being analyzed to determine if the program was worthwhile.

Since you were a member of the Illinois State Library Advisory Committee and active in the administra ion of the scholarship program, I would appreciate your assistance in providing information concerning the program. Please, may I schedule a telephone interview with you in order to learn more about the administration of the program? I have enclosed a list of sample questions on a separate page.

Several Advisory Committee members and former members are being contacted to provide information about the scholarship program. Data from these interviews will be summarized and recorded in the final report as a group response; however, your assistance in the study will be acknowledged.

In addition to the sample questions, I have also enclosed an information sheet for scheduling a telephone interview and a stamped, self-addressed envelope for returning the form.

Thank you for assisting in the study. I am looking forward to talking with you in the near future.

Sincerely,

Jeanette Drone

University of Illinois at Urbana-Champaign

Graduate School of Library and Information Science

ADMINISTRATIVE OFFICE
410 David Kinley Hall
1407 W. Gregory Drive
Urbana, Illinois 61801-3680
(217) 333-3280

Sample questions concerning the Illinois State Library Scholarship Program.

What was the function/role of the Advisory Committee in the Scholarship Program?

What changes were made during the 19-year period?

What was the involvement of the Advisory Committee in problems concerning work agreements and repayments?

How was the number of scholarships determined each year? Was it pre-determined, or did the number of scholarships awarded depend on the number of qualified applicants?

What were some of the problems encountered in the program?

In your opinion, was the program worthwhile? Was is successful in attracting people of appropriate quality?

If the Illinois State Library established another scholarship program, what changes would you recommend?

Do you think the State Library should re-establish a scholarship program?

APPENDIX F

TABLES OF SUPPORTING DATA

Tables 1 - 10:
Demographic data from ISL files

Tables 11 - 24:
Data recorded from the telephone interviews

Tables 25 - 27:
Data from comparative analyses

TABLE F-1

NUMBER OF SCHOLARSHIPS AWARDED PER YEAR

YEAR	Number	Percent	Cumulative Percent
1961	3	1.4	1.4
1962	0	.0	1.4
1963	1	.5	1.9
1964	2	.9	2.8
1965	6	2.8	5.7
1966	18	8.5	14.2
1967	10	4.7	19.0
1968	18	8.5	27.5
1969	19	9.0	36.5
1970	36	17.1	53.6
1971	14	6.6	60.2
1972	15	7.1	67.3
1973	10	4.7	72.0
1974	10	4.7	76.8
1975	10	4.7	81.5
1976	6	2.8	84.4
1977	9	4.3	88.6
1978	9	4.3	92.9
1979	7	3.3	96.2
1980	8	3.8	100.0
Total	211	100.0	

TABLE F-2

AMOUNT OF SCHOLARSHIP AWARDED

AMOUNT	Number	Percent	Cumulative Percent
$1,500	2	.9	.9
$2,000	3	1.4	2.3
$2,083	1	.5	2.8
$2,400	1	.5	3.3
$2,500	1	.5	3.8
$3,000	169	80.1	83.9
$3,300	1	.5	84.4
$3,600	3	1.4	85.8
$3,750	1	.5	86.3
$4,583	1	.5	86.8
$5,000	28	13.3	100.0
Total	211	100.0	

TABLE F-3

DISTRIBUTION OF SCHOLARSHIP RECIPIENTS ON SELECTED VARIABLES AT THE TIME OF OR PRIOR TO AWARD

VARIABLE	Number	Percent	Cumulative Percent
TOTAL	211	100.0	100.0
1. Sex of scholarship recipients:			
Male	40	19.0	
Female	171	81.0	
2. Marital status at the time of application:			
Single	132	62.6	62.6
Married	72	34.1	96.7
Divorced	7	3.3	100.0
3. Permanent address at the time of application:			
Chicago area	117	55.5	55.5
Downstate Illinois	66	31.3	86.8
Other states	28	13.3	100.1
(Chicago area includes Cook, Kane, Lake, DuPage and Will Counties)			
4. Type of undergraduate institution attended:			
Public	94	44.5	
Private	117	55.5	
5. Location of undergraduate institution:			
Illinois	134	63.5	
Other states	77	36.5	
6. Graduate study in fields other than library science and prior to receipt of the ISL scholarship:			
No graduate study	161	76.3	76.3
Some graduate study, but no degree	31*	14.7	91.0
Master's degree	19*	9.0	100.0
Doctor's degree	0	0.0	100.0
*Includes the one individual who completed a master's degree in library science.			
7. Enrollment status while in library school:			
Full-time	194	91.9	
Part-time	17	8.1	

TABLE F-4

YEAR OF BIRTH

YEAR	Number	Percent	Cumulative Percent
1913	1	.5	.5
1914	1	.5	.9
1916	1	.5	1.4
1917	2	.9	2.4
1921	1	.5	2.8
1922	2	.9	3.8
1924	3	1.4	5.2
1925	1	.5	5.7
1926	2	.9	6.6
1927	3	1.4	8.1
1928	1	.5	8.5
1929	3	1.4	10.0
1930	1	.5	10.4
1931	1	.5	10.9
1932	2	.9	11.8
1933	1	.5	12.3
1934	6	2.8	15.2
1935	5	2.4	17.5
1936	5	2.4	19.9
1937	2	.9	20.9
1938	5	2.4	23.2
1940	4	1.9	25.1
1941	6	2.8	28.0
1942	4	1.9	29.9
1943	13	6.2	36.0
1944	19	9.0	45.0
1945	12	5.7	50.7
1946	11	5.2	55.9
1947	20	9.5	65.4
1948	17	8.1	73.5
1949	5	2.4	75.8
1950	12	5.7	81.5
1951	9	4.3	85.8
1952	7	3.3	89.1
1953	5	2.4	91.5
1954	6	2.8	94.3
1955	1	.5	94.8
1956	4	1.9	96.7
1957	2	.9	97.6
1958	5	2.4	100.0
Total	211	100.0	

TABLE F-5

UNDERGRADUATE GRADE POINT AVERAGE
(BASED ON 4 POINT SCALE)

GPA	Number	Adjusted Percent	Cumulative Adjusted Percent
2.1	2	1.0	1.0
2.2	1	.5	1.5
2.3	0	.0	1.5
2.4	3	1.4	2.9
2.5	3	1.4	4.3
2.6	9	4.3	8.6
2.7	5	2.4	11.0
2.8	5	2.4	13.4
2.9	4	1.9	15.3
3.0	20	9.7	25.0
3.1	17	8.2	33.2
3.2	11	5.3	38.5
3.3	17	8.2	46.7
3.4	14	6.8	53.5
3.5	18	8.7	62.2
3.6	15	7.2	69.4
3.7	14	6.8	76.2
3.8	20	9.7	85.9
3.9	16	7.7	93.6
4.0	13	6.3	99.9
unknown	4		
Total	211	99.9	

TABLE F-6

UNDERGRADUATE MAJOR FIELD OF STUDY

MAJOR FIELD	Number	Percent	Cumulative Percent
Arts & Humanities			
English	80	37.9	37.9
History	29	13.7	51.6
Spanish	8	3.8	55.4
French	6	2.8	58.2
Philosophy	6	2.8	61.0
Art	3	1.4	62.4
Humanities	3	1.4	63.8
Journalism	3	1.4	65.2
Latin	3	1.4	66.6
German	2	.9	67.5
Speech	2	.9	68.4
Italian	1	.5	68.9
Modern Languages	1	.5	69.4
Music	1	.5	69.9
[Subtotal]	[148]	[69.9]	
Social Sciences			
Elementary Education	13	6.2	76.1
Sociology	13	6.2	82.3
Psychology	9	4.3	86.6
Economics	3	1.4	88.0
Anthropology	2	.9	88.9
Geography	2	.9	89.8
Political Science	2	.9	90.7
[Subtotal]	[44]	[20.8]	
Physical & Biological Sciences			
Math	3	1.4	92.1
Biology	2	.9	93.0
Botany	1	.5	93.5
Chemistry	1	.5	94.0
Zoology	1	.5	94.5
[Subtotal]	[8]	[3.8]	
Business			
Accounting	1	.5	95.0
Business	1	.5	95.5
[Subtotal]	[2]	[1.0]	
Other Fields			
Library Science	8	3.8	99.3
Home Economics	1	.5	99.8
[Subtotal]	[9]	[4.3]	
Total	211	99.8	

TABLE F-7

YEAR IN WHICH UNDERGRADUATE DEGREE WAS RECEIVED

YEAR	Number	Percent	Cumulative Percent
1930	1	.5	.5
1939	1	.5	.9
1940	1	.5	1.4
1944	2	.9	2.4
1945	1	.5	2.8
1947	4	1.9	4.7
1949	1	.5	5.2
1950	3	1.4	6.6
1952	1	.5	7.1
1953	1	.5	7.6
1955	1	.5	8.1
1956	3	1.4	9.5
1957	5	2.4	11.8
1958	1	.5	12.3
1959	4	1.9	14.2
1960	2	.9	15.2
1961	3	1.4	16.6
1962	2	.9	17.5
1963	8	3.8	21.3
1964	2	.9	22.3
1965	13	6.2	28.4
1966	14	6.6	35.1
1967	15	7.1	42.2
1968	13	6.2	48.3
1969	25	11.8	60.2
1970	18	8.5	68.7
1971	6	2.8	71.6
1972	15	7.1	78.7
1973	9	4.3	82.9
1974	11	5.2	88.2
1975	4	1.9	90.0
1976	6	2.8	92.9
1977	2	.9	93.8
1978	6	2.8	96.7
1979	2	.9	97.6
1980	5	2.4	100.0
Total	211	100.0	

TABLE F-8

GRADUATE LIBRARY SCHOOL ATTENDED

SCHOOL	Number	Percent	Cumulative Percent
Rosary	88	41.7	41.7
Illinois	60	28.4	70.1
Northern Illinois	10	4.7	74.8
Michigan	9	4.3	79.1
Chicago	7	3.3	82.4
Denver	5	2.4	84.8
Case Western	3	1.4	86.2
Peabody	3	1.4	87.6
Western Michigan	3	1.4	89.0
Wisconsin-Madison	3	1.4	90.4
California-Berkeley	2	.9	91.3
Kentucky	2	.9	92.2
Minnesota	2	.9	93.1
Rutgers	2	.9	94.0
Simmons	2	.9	94.9
Columbia	1	.5	95.4
Florida State	1	.5	95.9
Indiana	1	.5	96.4
Iowa	1	.5	96.9
Oklahoma	1	.5	97.4
Oregon	1	.5	97.9
Pittsburgh	1	.5	98.4
SUNY-Albany	1	.5	98.9
Texas Women's	1	.5	99.4
Washington	1	.5	99.9
Total	211	99.9	

TABLE F-9

YEAR LIBRARY SCHOOL DEGREE WAS RECEIVED

YEAR	Number	Percent	Adjusted Percent	Cumulative Percent
1962	2	.9	1.0	1.0
1964	1	.5	.5	1.5
1965	3	1.4	1.5	3.0
1966	5	2.4	2.5	5.6
1967	15	7.1	7.6	13.1
1968	10	4.7	5.1	18.2
1969	12	5.7	6.1	24.2
1970	21	10.0	10.6	34.8
1971	28	13.3	14.1	49.0
1972	17	8.1	8.6	57.6
1973	16	7.6	8.1	65.7
1974	11	5.2	5.6	71.2
1975	9	4.3	4.5	75.8
1976	9	4.3	4.5	80.3
1977	7	3.3	3.5	83.8
1978	7	3.3	3.5	87.4
1979	7	3.3	3.5	90.9
1980	8	3.8	4.0	94.9
1981	5	2.4	2.5	97.5
1982	4	1.9	2.0	99.5
1983	1	.5	.5	100.0
No degree	13	6.2		
Total	211	100.0	100.0	

TABLE F-10

LIBRARY WORK EXPERIENCE PRIOR TO RECEIVING ISL SCHOLARSHIP

YEARS	Number	Percent	Cumulative Percent
0	56	26.5	26.5
-1*	32	15.2	41.7
1	39	18.5	60.2
2	40	19.0	79.2
3	14	6.6	85.8
4	5	2.4	88.2
5	3	1.4	89.6
6	3	1.4	91.0
7	8	3.8	94.8
8	4	1.9	96.7
9	0	0.0	96.7
10+**	7	3.3	100.0
Total	211	100.0	

*Less than one year.
**10 years or more.

TABLE F-11

STATUS IN ISL PROGRAM AS OF JANUARY 1983

STATUS	Number	Percent	Cumulative Percent
1. Completed library school and work agreement*	145	68.7	68.7
2. Completed library school, did no work and repaid/repaying the total scholarship amount	22	10.4	79.1
3. Completed library school, did no work and did not repay the total scholarship amount	7	3.3	82.4
4. Completed library school and currently fulfilling work agreement	7	3.3	85.7
5. Completed library school, partial completion of work agreement and repayment of the pro-rated scholarship amount	16	7.6	93.3
6. Completed library school, partial completion of work agreement and no repayment of the pro-rated scholarship amount	2	.9	94.2
7. Currently enrolled in library school	3	1.4	95.6
8. Did not complete library school degree	9	4.3	99.9
Total	211	99.9	

*One recipient completed a degree except for the thesis requirement and completed the 2-year work requirement.

TABLE F-12

PRESENT POSITIONS OF THOSE INTERVIEWED

ORGANIZATION	Number	Percent	Cumulative Percent
1. Public library	86	52.1	52.1
2. Academic library	14	8.5	60.6
3. School library	10	6.1	66.7
4. Special library	7	4.2	70.9
5. Other, library related*	5	3.0	73.9
[Subtotal]	[122]	[73.9]	
6. Unemployed, not seeking employment	20	12.1	86.0
7. Unemployed, seeking employment	3	1.8	87.8
8. Other field	20	12.1	99.9
Total	165	99.9	

*Publishing, rare book dealership, library school teaching.

TABLE F-13

LOCATION OF RESIDENCE IN 1983

LOCATION	Number	Percent	Cumulative Percent
1. Illinois, 312 and 815 area codes	91	55.2	55.2
2. Other Illinois	27	16.4	71.6
3. Surrounding states*	12	7.3	78.9
4. Other midwestern states	4	2.4	81.3
5. Northern and Mid-eastern states	12	7.3	88.6
6. Southeast states	3	1.8	90.4
7. Western states	9	5.5	95.9
8. Southwestern states	5	3.0	98.9
9. Northwestern states	1	.6	99.5
10. Outside USA	1	.6	100.1
Total	165	100.1	

*Indiana, Wisconsin, Iowa, Missouri, Kentucky

TABLE F-14

PRESENT JOB TITLE

TITLE	Number	Percent	Cumulative Percent
1. Head librarian	28	17.0	17.0
2. Assistant head librarian	10	6.1	23.1
3. Department head	32	19.4	42.5
4. Other librarian	37	22.4	64.9
5. School librarian	10	6.1	71.0
6. Other, library related*	5	3.0	74.0
7. Other fields	20	12.1	86.1
8. Unemployed	23	13.9	100.0
Total	165	100.0	

*Publishing, library school teaching, rare book dealer

TABLE F-15

DISTRIBUTION OF SCHOLARSHIP RECIPIENTS ON VARIOUS QUESTIONS CONCERNING THEIR CURRENT OR MOST RECENT EMPLOYMENT

VARIABLE	Number	Percent	Adjusted Percent	Cumulative Adjusted Percent
TOTAL	165	100.0	100.0	100.0
1. Description of recipients' general career patterns:				
a. Same job in same organization	29	17.6	17.9	17.9
b. Similar jobs in same organization	11	6.7	6.8	24.7
c. Different jobs in same organization	16	9.7	9.9	34.6
d. Similar jobs in different organizations	31	18.8	19.1	53.7
e. Different jobs in different organizations	75	45.5	46.3	100.0
f. Not applicable*	3	1.8		
2. Recipients' first priority in accepting their current or most recent position:				
a. Challenge of the work	69	41.8	42.6	42.6
b. Location	27	16.4	16.7	59.3
c. Personal/family reasons	27	16.4	16.7	76.0
d. Opportunity for advancement	13	7.9	8.0	84.0
e. Salary	11	6.7	6.8	90.8
f. No other position available	8	4.8	4.9	95.7
g. Status of the position	7	4.2	4.3	100.0
h. Not applicable*	3	1.8		
3. How many levels are/were above you in the organizational hierarchy?				
a. 0	43	26.1	27.6	27.6
b. 1	51	30.9	32.7	60.3
c. 2	33	20.0	21.2	81.5
d. 3	15	9.1	9.6	91.1
e. 4	6	3.6	3.8	94.9
f. 5	6	3.6	3.8	98.7
g. 6+	2	1.2	1.3	100.0
h. Not applicable*	3	1.8		
i. No response	6	3.6		

*Never employed after receiving library school degree

TABLE F-15 (Continued)

DISTRIBUTION OF SCHOLARSHIP RECIPIENTS ON VARIOUS QUESTIONS CONCERNING THEIR CURRENT OR MOST RECENT EMPLOYMENT

VARIABLE	Number	Percent	Adjusted Percent	Cumulative Adjusted Percent
TOTAL	165	100.0	100.0	100.0
4. At the time of appointment, how would you compare your professional qualifications and expertise to the requirments of the job?				
Underqualified	18	10.9	11.1	11.1
Well suited	127	77.0	78.4	89.5
Overqualified	17	10.3	10.5	100.0
Not applicable*	3	1.8		
5. How many FTE employees are/were in the organization where you are/were employed?				
1-3	17	10.3	10.9	10.9
4-6	16	9.7	10.3	21.2
7-9	13	7.9	8.3	29.5
10-15	20	12.1	12.8	42.3
16-20	8	4.8	5.1	47.4
21-30	20	12.1	12.8	60.2
31-40	11	6.7	7.1	67.3
41-50	7	4.2	4.5	71.8
51+	44	26.7	28.2	100.0
Not applicable*	3	1.8		
No response	6	3.6		
6. Number of FTE professional employees supervised:				
None	99	60.0	61.1	61.1
1-2	32	19.4	19.8	80.9
3-4	18	10.9	11.1	92.0
5-10	7	4.2	4.3	96.3
11-20	1	.6	.6	96.9
21+	5	3.0	3.1	100.0
Not applicable*	3	1.8		
7. Number of FTE non-professional employees supervised:				
None	50	30.0	30.9	30.9
1-2	43	26.1	26.5	57.4
3-4	22	13.3	13.6	71.0
5-10	23	13.9	14.2	85.2
11-20	15	9.1	9.3	94.5
21+	9	5.5	5.6	100.1
Not applicable*	3	1.8		

*Never employed after receiving library school degree.

TABLE F-16
DISTRIBUTION OF SCHOLARSHIP RECIPIENTS ON VARIOUS ADDITIONAL QUESTIONS

QUESTIONS	Number	Percent	Adjusted Percent	Cumulative Adjusted Percent
TOTAL	165	100.0	100.0	100.0
1. What is the largest type of budget that you have been responsible for handling?				
a. No budget responsibility	28	17.0	20.3	20.3
b. General, materials and salaries	49	29.7	35.5	55.8
c. General, materials only	16	9.7	11.6	67.4
d. Department, materials and salaries	17	10.3	12.3	79.7
e. Department, materials only	25	15.2	18.1	97.8
f. Salaries only	1	.6	.7	98.5
g. Other, e.g., grant allocations	2	1.2	1.4	99.9
h. No information	24	14.5		
i. Not applicable*	3	1.8		
2. What was the amount of the budget?				
a. less than $20,000	16	14.5		14.5
b. $20,001-50,000	22	20.0		34.5
c. $50,001-100,000	18	16.4		50.9
d. $100,001-500,000	40	36.4		87.3
e. $500,001-1 million	5	4.5		91.8
f. 1 million-2 million	6	5.5		97.3
g. 3+ million	3	2.7		100.0
[Total]	[110]			
3. Is the amount of budget reported in #2 in your current position?				
a. Yes	70	63.6		63.6
b. No	40	36.3		99.9
[Total]	[110]			
4. Have you participiated in the planning of a new library building?				
a. Yes	49	29.7		29.7
b. No	116	70.3		100.0
5. Have you served as a consultant/advisor to any other library?				
a. Yes	37	22.4		22.4
b. No	128	77.6		100.0

*Never employed after receiving library school degree

TABLE F-17

1982 SALARY LEVEL FOR THE 121 WITH SALARY RESPONSES

AMOUNT	Number	Percent	Adjusted Percent	Cumulative Adjusted Percent
Less than $12,000	4	2.4	3.3	3.3
$12,000-14,999	9	5.5	7.4	10.7
$15,000-17,999	16	9.7	13.1	23.8
$18,000-20,999	19	11.5	15.6	39.4
$21,000-23,999	27	16.4	22.1	61.5
$24,000-26,999	21	12.7	17.2	78.7
$27,000-29,999	11	6.7	9.0	87.7
$30,000-32,999	9	5.5	7.4	95.1
$33,000-35,999	3	1.8	2.5	97.6
$36,000+	3	1.8	2.5	100.1
Part-time	18	10.9		
Not employed	23	13.9		
No response	2	1.2		
Total	165	100.0	100.1	

TABLE F-18

DISTRIBUTION OF SCHOLARSHIP RECIPIENTS ON VARIOUS MEASURES OF STUDY AFTER LIBRARY SCHOOL

VARIABLE	Number	Percent
TOTAL	165	100.0
1. Were any short courses or other continuing education courses completed in library/information science?		
Yes	102	61.8
No	63	38.2
2. Was any post-MLS graduate study done in library/information science?		
Yes	24	14.5
No	141	85.5
3. Was any post-MLS graduate study done in other subject areas?		
Yes	44	26.7
No	121	73.3
4. Was any additional degrees completed after receiving the MLS?		
Yes	14	8.5
No	151	91.5
5. Additional graduate degrees completed after receiving the MLS:		
Master's degrees		
Public Administration	3	20.0
Arts	2	13.3
Business Administration	2	13.3
History	2	13.3
English	1	6.7
Educational Administration	1	6.7
[Subtotal]	[11]	[73.3]
Doctoral and other graduate degrees		
Communications (Ph.D.)	1	6.7
Library Science (Ph.D)	1	6.7
Juris Doctor	2	13.3
[Subtotal]	[4]	[26.7]
Total	15*	100.0

*One recipient completed 2 Master of Arts degrees.

TABLE F-19

REASONS WHY 36 INDIVIDUALS WHO ARE EMPLOYED IN LIBRARY AND LIBRARY-RELATED POSITIONS ARE NOT CURRENTLY WORKING IN PUBLIC LIBRARIES

REASONS	Number	Percent	Cumulative Percent
1. Poor salary and/or lack of opportunity for advancement	11	30.6	30.6
2. No public library position available at the time when employment was sought	7	19.4	50.0
3. Family/personal reasons	7	19.4	69.4
4. Disliked working in a public library	4	11.1	80.5
5. Wanted to enter a different field	4	11.1	91.6
6. Personnel problems in previous public library position	1	2.8	94.4
7. Never intended to work in a public library	1	2.8	97.2
8. No response	1	2.8	100.0
Total	36	100.0	

TABLE F-20

REASONS WHY 43 RECIPIENTS LEFT THE LIBRARY FIELD

REASONS	Number	Percent	Cumulative Percent
1. Family/personal reasons	19	44.2	44.2
2. Wanted to enter a new field	7	16.3	60.5
3. Poor salary and/or lack of opportunity for advancement	6	14.0	74.5
4. No library position available at the time employment was sought	6	14.0	88.5
5. Disliked working in a library	3	7.0	95.5
6. Retired	2	4.7	100.2
Total	43	100.2	

TABLE F-21

HOW RECIPIENTS LEARNED ABOUT THE ISL SCHOLARSHIP PROGRAM

SOURCE OF INFORMATION	Number	Percent	Cumulative Percent
1. Librarian	70	42.4	42.4
2. Poster/Flyer	35	21.2	63.6
3. Teacher/Counselor	11	6.7	70.3
4. Newspaper advertisement	8	4.8	75.1
5. ALA directory of scholarship information	8	4.8	79.9
6. Library school announcement	6	3.6	83.5
7. Illinois State Library Career Center	3	1.8	85.3
8. College orientation session	1	.6	85.9
9. Other source, e.g. friend or relative	14	8.5	94.4
10. Could not remember	9	5.5	99.9
Total	165	99.9	

TABLE F-22

ADVANTAGES OF BEING A SCHOLARSHIP RECIPIENT
(Maximum of 3 responses accepted from each interviewee)

ADVANTAGES	Number of responses	Percent of responses	Percent of interviewees responding (n = 165)
1. Able to complete degree in one year	96	31.7	58.2
2. Did not have to work while in library school	71	23.4	43.0
3. Able to concentrate on studies	68	22.4	41.2
4. Had better job opportunities	34	11.2	20.6
5. Eased financial burden	22	7.3	13.3
6. Other advantages*	9	3.0	5.5
7. No advantages	3	1.0	1.8
Total	303	100.0	

*For example, could afford to attend private or out-of-state library school

TABLE F-24

DISTRIBUTION OF SCHOLARSHIP RECIPIENTS ON VARIOUS QUESTIONS OF OPINION

QUESTIONS	Number	Percent
TOTAL	165	100.0
1. Would you have been able to attend library school without the scholarship?		
Yes	67	40.6
No	98	59.4
2. Did the 2-year work requirement influence you to continue working in Illinois?		
Yes	60	36.4
No	105	63.6
3. Did the 2-year work requirement influence you to continue working in a public library?		
Yes	67	40.6
No	98	59.4
4. Would you recommend that the Illinois State Library reinstate a scholarship program?		
Yes	139	84.2
No	25	15.2
No response	1	.6
5. Has librarianship fulfilled your career expectations?		
Yes	133	80.6
No	28	17.0
No response	4	2.4

TABLE F-25

DISTRIBUTION OF SALARIES CATEGORIZED BY TYPE OF LIBRARY, LIBRARY-RELATED FIELDS AND OTHER NON-LIBRARY FIELDS

	Range	Mean	Median	Standard Deviation
Public (n=79)	$11,000-38,000	$21,696	$21,772	$5,849
male (n=17)	19,000-38,000	23,823	22,600	5,364
female (=62)	11,000-38,000	21,112	21,588	5,881
Academic (n=12)	11,000-31,000	21,083	19,500	6,666
male (n=1)	------	31,000	31,000	----
female (n=11)	11,000-31,000	20,181	19,000	6,177
Special (n=7)	19,000-38,000	24,714	24,000	6,447
male (n=2)	19,000-25,000	22,000	22,000	----
female (n=5)	19,000-38,000	25,800	24,250	7,259
School (n=9)				
female (n=9)	11,000-28,000	21,111	23,875	5,775
Library-related (n=3)	16,000-25,000	20,000	19,000	----
male (n=1)	-----	25,000	25,000	----
female (n=2)	16,000-19,000	17,500	17,500	----
Other fields(n=12)	11,000-34,000	25,833	26,500	6,699
male (n=4)	11,000-34,000	23,000	23,500	9,486
female (n=8)	19,000-34,000	27,250	28,000	5,007

TABLE F-26

COMPARATIVE ANALYSES ON SELECTED VARIABLES OF RECIPIENTS IN 1961-71 AND IN 1972-80

VARIABLE	1961-71	1972-80
1. Average age at time of scholarship application:		
Mean age	28.4 years	26.5 years
Standard deviation	8.1 years	6.5 years
n=211; t value=1.75; p=.08		
2. Undergraduate GPA, controlled for sex:		
Men		
3.3 or less	17 (68%)	3 (21%)
3.4 or greater	8 (32%)	11 (79%)
n=39; X^2=7.12; 1df; p=<.01		
Women		
3.3 or less	61 (62%)	16 (23%)
3.4 or greater	38 (38%)	53 (77%)
n=168; X^2=24.2; 1df; p=<.00		
Total	124	83
3. Graduate study prior to receiving a scholarship:		
Men		
no graduate study	12 (48%)	13 (87%)
some graduate study, no degree	7 (28%)	2 (13%)
master's degree	6 (24%)	0 (0%)
n=40; X^2=6.73; 2df; p=.03		
Women		
no graduate study	82 (80%)	54 (78%)
some graduate study	12 (12%)	10 (14%)
master's degree	8 (8%)	5 (7%)
n=171; X^2=28.08; 2df; p=.87		
Total	127	84
4. Number of years library work experience prior to receiving a scholarship:		
Men		
1 year or less	16 (64%)	7 (47%)
more than 1 year	9 (36%)	8 (53%)
n=40; X^2=1.152; 1df; p=.28		
Women		
1 year or less	61 (60%)	21 (30%)
more than 1 year	41 (40%)	48 (70%)
n=171; X^2=14.22; 1df; p=<.00		
Total	127	84

TABLE F-26 (continued)

COMPARATIVE ANALYSES ON SELECTED VARIABLES OF RECIPIENTS IN 1961-71 AND IN 1972-80

VARIABLE	1961-71	1972-80
5. Status in regard to fulfillment of the work agreement:		
Completed	88 (73%)	57 (72%)
Not completed	32 (27%)	22 (28%)
Total	120	79
n=199; X^2=.107; 1df; p=.85		
6. Number of interviewees in library/library-related positions compared with the number who are unemployed or in non-library positions (the 2 individuals who retired from public libraries were excluded from the analysis):		
Library/library-related positions	62 (68%)	60 (83%)
Unemployed/non-library positions	29 (32%)	12 (17%)
Total	91	72
n=163; X^2=4.761; 1df; p=.03		
7. Types of positions held those employed (full-time or part-time) in public, academic and special libraries:		
Administrative positions (head, assistant head, or department head)	32 (63%)	38 (68%)
Other librarians	19 (37%)	18 (32%)
Total	51	56
n=107; X^2=.166; 1df; p=.60		
8. Number of FTE employees in library and library-related organizations in which interviewees are currently employed full-time:		
20 or fewer	26 (47%)	30 (55%)
21 or more	29 (53%)	25 (45%)
Total	55	55
n=110; X^2=.582; 1df; p=.40		
9. Position in organizational hierarchy of those employed full-time in library and library-related positions:		
No position(s) above	20 (36%)	16 (29%)
1 position above	17 (31%)	22 (40%)
2 or more positions above	18 (33%)	17 (31%)
Total	55	55
n=110; X^2=1.11; 2df; p=.60		

TABLE F-26 (continued)

COMPARATIVE ANALYSES ON SELECTED VARIABLES OF RECIPIENTS IN 1961-71 AND IN 1972-80

VARIABLE	1961-71	1972-80
10. Pattern of supervisory responsibility:		
In supervisory positions	48 (77%)	49 (83%)
In non-supervisory positions	14 (23%)	11 (18%)
Total	62	60
n=122; X^2=.20; 1df; p=.60		
11. Number of FTE professional librarian supervised:		
0	17 (35%)	24 (49%)
1-2	14 (29%)	16 (33%)
3-4	10 (21%)	6 (12%)
5-10	3 (6%)	2 (4%)
11+	4 (8%)	1 (2%)
Total	48	49
n=97; X^2=6.176; 4df; p=.18		
12. Number of FTE support staff supervised:		
1-2	18 (38%)	17 (35%)
3-4	10 (21%)	10 (20%)
5-10	7 (14%)	14 (29%)
11-20	7 (14%)	6 (12%)
21+	6 (13%)	2 (4%)
Total	48	49
n=97; X^2=4.139; 4df; p=.40		
13. Salaries for interviewees in full-time library and library-related positions:		
Mean	$24,800	$18,654
Standard deviation	$ 5,625	$ 4,406
n=110; t value=6.36; p=.000		
14. Individuals completing continuing education or short courses in library/information science:		
No	60 (65%)	42 (58%)
Yes	33 (35%)	30 (42%)
Total	93	72
n=165; X^2=.741; 1df; p=.40		

TABLE F-26 (continued)

COMPARATIVE ANALYSES ON SELECTED VARIABLES OF RECIPIENTS
IN 1961-71 AND IN 1972-80

VARIABLE	1961-71	1972-80
15. Post-MLS graduate study (no degree) in library/information science:		
Yes	14 (15%)	10 (14%)
No	79 (85%)	62 (86%)
Total	93	72
n=165; X^2=.175; 1df; p=.60		
16. Post-MLS graduate study (no degree) in other subject fields:		
Yes	29 (31%)	15 (21%)
No	64 (69%)	57 (79%)
Total	93	72
n=165; X^2=2.02; 1df; p=.17		
17. Membership in professional library/information science organizations:		
Yes	65 (70%)	47 (65%)
No	28 (30%)	25 (35%)
Total	93	72
n=165; X^2=.452; 1df; p=.50		
18. Appointed or elected offices in professional organizations:		
Yes	37 (57%)	19 (40%)
No	28 (43%)	28 (60%)
Total	65	47
n=112; X^2=2.99; p=.08		
19. Research and publication activities:		
Yes	29 (31%)	19 (26%)
No	64 (69%)	53 (74%)
Total	93	72
n=165; X^2=.476; 1df; p=.55		

TABLE F-27

COMPARATIVE ANALYSES ON SELECTED VARIABLES

VARIABLE

1. Current position (i.e., library or library-related versus unemployed or non-library) compared with library work experience prior to scholarship application:

	1 year or less	more than 1 year
Library/library-related	53 (66%)	69 (81%)
Unemployed/non-library	27 (34%)	16 (19%)
Total	80	85

n=65; X^2=4.53; 1df; p=.04

2. Comparison of permanent address at the time of scholarship application and current geographical location:

	Now Employed in Illinois	Other States
Resident of Illinois	112 (95%)	33 (70%)
Resident of other state	6 (5%)	14 (30%)
Total	118	47

n=165; X^2=19.2; 1df; p=.000

3. Number of interviewees employed in public libraries versus other types of libraries and library-related positions compared with current geographic location:

	Illinois	Other States
Public libraries	70 (74%)	16 (57%)
Other types of libraries/ library-related positions	24 (26%)	12 (43%)
Total	94	28

n=122; X^2=3.613; 1df; p=.06

TABLE F-27 (continued)

COMPARATIVE ANALYSES ON SELECTED VARIABLES

VARIABLE		
4. Comparison of the library positions held by the ISL recipients and the COSWL respondents (excluding school librarians and persons in library-related fields); controlled for sex:	ISL Study	COSWL Study
Men		
Director	7 (35%)	77 (29%)
Associate Director	3 (15%)	27 (10%)
Department Head	6 (30%)	50 (19%)
Other Librarian	4 (20%)	111 (42%)
$n=285$; $X^2=3.942$; 3df; $p=.18$		
Women		
Director	21 (27%)	99 (11%)
Associate Director	6 (8%)	33 (4%)
Department Head	25 (32%)	157 (18%)
Other Librarian	26 (33%)	580 (67%)
$n=947$; $X^2=36.272$; 3df; $p=.000$		
Total	98	1134
5. Comparison of the hierarchial status of men and women who are employed full-time in library and library-related positions:	Men	Women
No position(s) above	7 (33%)	29 (32%)
1 position above	10 (48%)	29 (32%)
2 more positions above	4 (19%)	31 (35%)
Total	21	89
$n=110$; $X^2=2.958$ 2df; $p=.25$		
6. Salaries of interviewees employed full-time in public libraries compared with the salaries of those in other types of libraries and library-related positions:	Mean	Stan. Dev.
Public libraries	$21,696	$5,849
Other libraries/library-related	$21,727	$6,296
$n=110$; t value=-.04; $p=.97$		

TABLE F-27 (continued)

COMPARATIVE ANALYSES ON SELECTED VARIABLES

VARIABLE		
7. Current positions of interviewees who completed pre-MLS graduate degrees in other subject fields and those who completed post-MLS graduate degrees:	Pre-MLS Degree	Post-MLS Degree
Library/library-related positions	9 (75%)	7 (50%)
Unemployed/non-library positions	3 (25%)	7 (50%)
Total	12	14
n=26; X^2=2.615; 1df; p=.10		
8. Comparison of the number of men and women who have held or currently hold elected or appointed offices in professional organizations:	Men	Women
Has held office	15 (83%)	41 (44%)
Has not held office	3 (17%)	53 (56%)
Total	18	94
n=112; X^2=9.532; 1df; p= <.01		
9. Comparison of the number of men and women reporting research and publication activities:	Men	Women
Publications	11 (39%)	37 (27%)
No publications	17 (61%)	100 (73%)
Total	28	137
n=165; X^2=1.892; 1df; p=.20		

APPENDIX G

ALPHABETICAL LISTING OF THE SCHOLARSHIP RECIPIENTS

Each entry includes the year in which the recipient received the ISL scholarship, and the recipient's current address is listed when available.

Entries are made under the recipient's currcnt name, with maiden names included when available.

Winifred Toothill Adler (1966)*
2611 Cambridge St.
West Lafayette, IN 47906

Stephanie McLaughlin Alfeld (1980)
201 I. 1St. SW, Apt. V-237
Washington, D. C. 20024

Catherine Alexander (1970)
914 College Ave.
Davenport, IA 50314

Terese E. Keene Ashley (1971)
2015 NW 41st St. #G-4
Rochester, MN 55901

Judy Smith Hamilton Averitt (1975)
904 Indiana Ave.
LaPorte, IN 46350

Eva Mae Sellick Babalis (1965)
26-48 28th St.
Astoria, NY 11102

William T. Balcom (1967)
732 S. Ridgeland St.
Oak Park, IL 60304

Virginia Barton (1966)
4943 N. Kedvale Ave.
Chicago, IL 60630

Christine Berggren Bertsch (1976)
59 Dudley St.
Presque Isle, ME 04769

Samuel Adams Betty (1966)
1358 Race St.
Denver, CO 80206

Herbert Biblo (1968)
Long Island Library Resources
Council
Bellport, NY 11713

Linda Bigelow (1977)
1507 Pheasant Run Rd.
Harvard, IL 60033

Robert Birkhimer (1961)
(deceased)

Ruth E. Bishop (1972)
5328 Bryant Ave., S.
Minneapolis, MN 55419

*Year in which scholarship
was received

Estelle M. Black (1978)
2603 Ross Ave.
Rockford, IL 61102

Erik R. Blomstedt (1972)
1111-C Gael Dr.
Joliet, IL 60435

Joyce Blumenshine (1976)
120 W. Arcadia St.
Peoria, IL 61604

Donna R. Boeckerman (1978)
238 Everts Place
Highwood, IL 60040

Harry J. Bork (1974)
39715 Highwood
Antioch, IL 60002

Cheryl J. Boyd (1975)
4793 Beacon Hill Rd.
Eagan, MN 55122

Jan Brooks (1972)
5809 N. Winthrop
Chicago, IL 60660

Eva R. Brown (1970)
2611 N. Sayre St.
Chicago, IL 60635

Eugenia Davis Bryant (1977)
825 Reba Pl.
Evanston, IL 60207

Moira B. Buhse (1968)
1524 Thornwood St.
Downers Grove, IL 60516

Kimberly Falato Bunner (1978)
929 W. Loire Court #1201
Peoria, IL 61614

Joyce Buntin (1980)
4827 N. Sheridan Rd. #1401
Chicago, IL 60640

Jane Kulinski Burke (1969)
216 W. Douglas Ave.
Naperville, IL 60540

Mary Kowall Bushing (1974)
12 E. Washington
Oswego, IL 60543

Eleanor Lindgren Buzbee (1967)
4575 W. Hetherwood Dr.
Peoria, IL 61615

Margaret Boyle Bylund (1974)
2142 Glencourse Ln.
Reston, VA 22091

Alice Calabrese (1970)
2 Hatherly Court
Prestbury, IL 60504

Nora J. Cambier (1968)
1336 Midfield Rd.
Raleigh, NC 27607

Charlyn Costello Canada (1969)
Box 261
Vail, CO 60540

Joyce Burke Carpenter (1974)
6137 N. Seeley #3F
Chicago, IL 60659

Michelle Carroll
1260 N. Dearborn Apt. 601
Chicago, IL 60610

Johnnie Carson (1967)
U.S. Dept. of State
Washington, D. C. 20520

Rex W. Cass (1970)
R. R. #1, Box 15
Amherst, WI 54406

Joan Irby Chapa (1968)
1305 Cottonwood Ln. #11C
Mount Prospect, IL 60056

Wendy Sue Chism (1979)
140 Shady Lawn
Rantoul, IL

Joyce Colander (1968)
10623 S. St. Louis Ave.
Chicago, IL 60655

Carol Colburn (1970)
Route 2, Box 165
Long Road
Orlando, FL 32810

Celene O. Barclay Cole (1971)
9338 S. Green St.
Chicago, IL 60620

Carol L. Collier (1973)
111 Windsor Rd.
Tenafly, NJ 07610

Ilene Cooper (1972)
7348 Ridge St.
Chicago, IL 60645

A. Kathleen Costello (1973)
Pitkin County Library
Aspen, CO 81611

Margaret Starr Crema (1970)
3347 W. 60th St.
Chicago, IL 60629

Anders C. Dahlgren (1976)
1909 Governors Lane
Hoffman Estates, IL 60195

Mary Ann Dempsey (1975)
1330 N. Dearborn St.
Chicago, IL 61610

Mary Eileen Denton (1966)
(deceased)

Mary Gates Blegen Derosier (1976)
1907 Penfold Pl.
Northbrook, IL 60062

Marlene Deuel (1978)
112 Woodcrest Circle
Streamwood, IL 60103

Ellen Martinez Dick (1965)
1225 N. Sandbury Apt. 302
Chicago, IL 60610

Gail Donahue (1972)
1821 W. Main #11
Houston, TX 77098

Leon Drolet (1970)
1120 Cleveland Ave.
LaGrange Park, IL 60525

Denise Dwyer (1971)
58 Northgate Rd.
Riverside, IL 60546

Linda Egebrecht (1972)
4375 N. Oak Park #1C
Harewood Heights, IL 60634

Susan M. Ekkebus (1973)
129 Montana Ave.
Oak Ridge, TN 37830

Jo Anne Ellingson (1968)
2013 Kedron Blvd.
Zion, IL 60099

Marlene Elliott England (1968)
5461 N. East River Rd. #803
Chicago, IL 60656

Elizabeth Engman (1968)
930 N. Spring
Elgin, IL 60120

Brenda Derr Evans (1970)
P.O. Box 245
Hanover, IN 47243

Patricia Evey (1970)
8226 Fort Hunt Rd.
Alexandria, VA 22304

Alma McPherson Fisher (1969)
Utica Junior College
Utica, MS 39175

Barbara Flynn (1970)
2920 W. Shakespeare St.
Chicago, IL 60647

Marilyn Foley (1970)
Route #1
Wilmington, IL 60481

Joanne Fought (1973)
501 N. Glenwood Ave.
Peoria, IL 61601

Kenneth H. Frank (1966)
35 Church St.
Lake Zurich, IL 60047

Cecilia Kennedy Gaines (1966)
1806 Broadmore St.
Champaign, IL 61820

Kathleen Gaul (1970)
42 Heritage Dr.
Terre Haute, IN 47803

Jo Ann Dwyer Gillen (1969)
(deceased)

Judith Matthers Goldberger (1971)
6733 N. Newgard St.
Chicago, IL 60626

Deborah J. Parkurst Green (1979)
2104 18th St. #123
Moline, IL 61265

Joan Gross (1972)
228 Wood Court
Wilmette, IL 60091

Donna Grimm Grove (1967)
(address unknown)

Andrew Grover (1969)
(deceased)

Mary Anne Hamilton (1972)
655 W. Wrightwood
Chicago, IL 60614

Jamie Walker Harris (1970)
8355 S. Prairie Ave.
Chicago, IL 60619

Kathryn Hayes Harris (1970)
14 Regency Court
Springfield, IL 62703

Marie Lang Hatcher (1970)
(address unknown)

Mary Ellen Brodin Hawley (1971)
440 S. Maple #2
Oak Park, IL 60302

George F. Heise (1961)
110 Vreeland Ave.
Bergenfield, NJ 60302

Waltdenia Lewis Hester (1972)
1411 W. Touhy Ave.
Chicago, IL 60626

Dorothea Hiebing (1968)
4817 Sheboygan St. #220
Madison, WI 53705

Lucy Leonard. Hill (1968)
4103 N. Lawndale
Chicago, IL 60618

Jeanne Hintz (1979)
R. R. #3, Box 149-B
Elgin, IL 60120

Rita J. Hoffman (1971)
6647 N. Talman
Chicago, IL 60645

Patricia M. Hogan (1971)
Itasca Community Library
500 W. Irving Park Rd.
Itasca, IL 60143

Bobby E. Holloway (1966)
Draughon Library
Auburn, AL 36849

Martha Holloway (1978)
9631 S. Winchester
Chicago, IL 60643

Joyce Horney (1969)
706 S. State St.
Springfield, IL 62704

Deborah Hughes (1977)
c/o James Moody
317 Smithfield St.
Mingo Junction, OH 43938

Cynthia Infantino (1973)
2251 Hanlon Rd.
Libertyville, IL 60048

Marguerite Chism Johnson (1968)
(address unknown)

Thomas L. Johnson (1974)
2900 Madison Ave., B-37
Fullerton, CA 92631

Sofia Jones (1970)
2758 Porter Court
Glenview, IL 60025

William Kay (1966)
(address unknown)

Mary Schiffer Kayain (1966)
906 Greenleaf St.
Wilmette, IL 60091

Carol Kerchenfaut (1966)
1741 Avenida Planera
Tucson, AZ 85710

Marjorie L. Kiefer (1977)
1501 E. Gardner Lane
Peoria Heights, IL 61614

Mary M. Schelewitz Kissel (1970)
4520 Revillo
San Diege, CA 92115

Stephen T. Kochoff (1972)
c/o Bushee
220 Centre St.
New York, NY 10011

Paul F. Koenig (1972)
19379 Westover
Rocky River, OH 44116
(parents' address)

Mary Kribales (1969)
Pearl Mansion 603
1-8-14 Umezato
Suginami-Ku
Tokyo, 166, Japan

Luanne M. Kruse (1974)
Route #3
9 Summit Rd.
Denton, TX 76201

Judith F. Kuzel (1963)
1740 Orchid St.
Aurora, IL 60505

Sara Koons Lamb (1970)
Barat College
Lake Forest, IL 60045

Bridget Later Lamont (1970)
2212 Wardon Rd.
Springfield, IL 62704

Gail Langer (1970)
(address unknown)

Douglas Lay (1974)
Route #3
Mosinee, WI 54455

Alice Lemkau (1969)
402 W. Monroe St.
Charleston, IL 61920

Dayle Lewandowski (1975)
153 Walnut St.
Libertyville, IL 60048

Ruthanne Boyer Lidman (1966)
P.O. Box 1240
Waldport, OR 97394

John Locascio (1967)
28 E. Roosevelt
Freeport, IL 61032

David J. Maack (1970)
7018 21st Ave. NE
Seattle, WA 98115

Cheryl Mack (1967)
1653 Oakwood St., #3A
Des Plaines, 60016

Jeanette MacMillan (1975)
4403 Columbus Ave.
Anderson, IN 46014

Mary R. Stoneburg Madsen (1978)
2870 Hartford Court
Bettendorf, IA 52722

Mark Mandle (1974)
1619 W. Columbia, Apt. 2F
Chicago, IL 60625

Caroline Mann (1970)
2243 W. Leland St.
Chicago, IL 60625

Mary Gaither Marshall (1971)
222 N. Marion St., #2-M
Oak Park, IL 60302

Peggy J. McCabe (1968)
60 Timber Hill Rd.
Deerfield, IL 60015

Margaret McCalla (1969)
1041 Cochran
Aurora, IL 60506

Shirley May Byrnes McConnell (1970)
2006 Seminole Highway
Madison, WI 53711

Rose McDonald (1969)
298 S. Circle Dr.
Palatine, IL 60067

Ronald I. McGriff (1969)
Route #1, Box 157C
Braham, MN 55006

Judith R. Wilcox Messerle (1966)
5100 Candy Lane
Alton, IL 62002

Colette E. Meyer (1980)
3540 W. 97th St.
Evergreen Park, IL 60642

Margaret M. Meyer (1966)
351 Bluff St.
Alton, IL 62002

Sandra Lee Meyer (1969)
606 N. Guadeloupe #D
Redondo Beach, CA 90277

Regetta Sylvester Meyers (1967)
711 Buckboard Dr.
New Lenox, IL 60445

Barry Miller (1979)
2536 S. Congress #104
Austin, TX 78704

Floyd M. Mills (1976)
2807 Residence
Alton, IL 62002

Carol. L. Mitchell (1974)
73 Gaya Street
Peace Corps/Sabah
Kota Kinabalu
Sabah, Malaysia

Melora P. Mirza (1971)
211 Rosemary Ave.
San Antonio, TX 78209

Karen Green Moen (1970)
416 W. Livingston St.
Pontiac, IL 61764

James Montedonico (1961)
(address unknown)

John Richard Moore (1969)
6000 N. Neva
Chicago, IL 60631

Sue Ann Reich Moore (1971)
Box 351
Moro, OR 97039

James Muellner (1970)
Box 49
Elk, CA 95432

Kathleen A. Murphy (1978)
318 Harris Ave.
Clarendon Hills, IL 60514

Dorothea (Dede) Newport (1970)
5866 C-3 Thunder Hill Rd.
Columbia, MD 21045

Kathleen Nolan (1972)
(address unknown)

Vickie Lynn Novak (1973)
600 Greenbay Ave.
Calumet City, IL 60409

Elizabeth Ohm (1967)
5 Bertolalo Rd.
Park Forest, IL 60466

Joan O'Meara (1965)
1111 Hull Terrace
Evanston, IL 60202

Jean M. Bentley Onasch (1971)
1 Misty Pine Rd.
Fairport, NY 14450

Susan Palmer (1968)
4725 W. Quincy St. #1105
Denver, CO 80236

Diann Sterrenberg Peabody (1966)
650 E. Mulbery St.
Watseka, IL 60970

Joan T. Pearce (1970)
130 South Harvey Ave.
Oak Park, IL 60302

Margaret Peterson (1979)
4900 W. 91st St.
Oak Lawn, IL 60403

Roberta Petz (1968)
6980 N. Tonty
Chicago, IL 60646

Barbara Pfannkuche (1979)
8612 Memory Trail
Wonder Lake, IL 60097

Wendy A. Phillips (1974)
10810 Jordan Rd.
Carmel, IN 46032

Marylou O'Connor Pierce (1977)
406 43rd St. #4
Oakland CA 94609

Anne M. Pilgrim (1966)
125 Farwood Rd.
Philadelphis, PA 19151

Janet E. Pillifant (1970)
1905 Tall Oaks Dr., #2603
Aurora,IL 60506

Mary Patricia Nugent Pryor (1969)
1825 Springbrook Ave.
Rockford, IL 61107

Wayne Puricelli (1970)
Rt. #4, Hawthorne Rd.
Salem, IL 62881

Eileen J. Pyrzik Pyne (1973)
403 Blythe Rd.
Riverside, IL 60546

Marsha Heininger Ramey (1972)
1460 40th St. Place
Marion, IA 52302

Hedy Ratner (1972)
307 N. Michigan, Suite 920
Chicago, IL 60601

Elizabeth Aukerman Reed (1960)
(address unknown)

Judith P. Reid (1971)
2807 Farm Rd.
Alexandria, VA 22302

Margaret C. Reid (1968)
5959 North Leamington
Chicago, IL 60630

Rita Jennings Reynolds (1968)
3312 Maple Ave.
Greenville, TX 75401

Dorla A. Richardson (1965)
(address unknown)

Carol Pott Rickert (1975)
514 S. Circle Dr.
Fox River Valley Garden
Barrington, IL 60010

Nancy Walker Roberts (1965)
3456 N. Tripp St., #2B
Chicago, IL 60616

Eleanor Robien (1968)
1012 Safford St.
Lake Bluff, IL 60044

Bonnie Gale Robinson (1975)
304 S. 12th St.
Quincy, IL 62301

Kathleen Kelly Rummel (1970)
521 W. Roscoe #3
Chicago, IL 60657

Edward J. Russo (1975)
Lincoln Library
7th and Capitol Ave.
Springfield, IL 62701

Karen N. Rybacki (1980)
1411 S. Meyers Rd.
Lombard, IL 60148

Arlene Santoro (1971)
535 Illinois Rd.
Frankford, IL 60423

Margaret Sarff (1978)
3530 70th st. #201
Moline, IL 61256

Sister Allan Savolt (1970)
6255 N. Kenmore St. #406
Chicago, IL 60660

Ann Binder Schecter (1970)
1142 Morris Rd.
Wynnewood, PA 19096

Gary John Schultz (1967)
17 Chatten Court
Quincy, IL 60659

Ellen Toothill Schweri (1969)
5735 N. Washtinaw
Chicago, IL 60659

Michael Seitz (1973)
7259 N. Lakeside Court
Peoria, IL 61614

Jean Helen Shrier (1979)
407 N. Callender St.
Eureka, IL 61530

Richard Lee Shurman (1973)
217 N. Lincoln way #224
North Aurora, IL 60542

Mary K. Siebert (1967)
(address unknown)

Jennifer Silka (1970)
221 Randolph St.
Oak Park, IL 60302

Pamela A. Slaughter (1975)
206 North B St.
Monmouth, IL 61462

Margaret A. Kasten Sleeth (1977)
2626 Cooper Ave.
Springfield, IL 62704

Susan Sotiros Smith (1980)
9319 South 49 Court
Oak Lawn, IL 60453

Deborah Keane Sola (1970)
377 Ridgewood
Glen Ellyn, IL 60137

Paul Spence (1964)
(deceased)

Leonard Starling (1976)
10 Dorchester St.
Belleville, IL 62223

Sue Zigterman Stein (1973)
327 Graceland St.
Des Plaines, 60016

Julie L. Steinke (1969)
2120 W. Foster, F2
Chicago, IL 60625

Christal Thomas (1980)
819 Sunnyside St.
Chicago, IL 60640

Mary F. Thomas (1975)
310 E. Washington St.
Yorkville, IL 60560

George Toussaint (1966)
Box 391
O'Dell, IL 60460

Janette Trofimuk (1967)
922 N. Grove Ave.
Oak Park, IL 60302

Jerome Tyson (1965)
1216 Greenlawn Dr.
Norfolk, NE 68701

Maribeth Karas Van Loon (1980)
212 S. Lily Lake Rd.
McHenry, IL 60050

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1337 Winchester Lane F
Naperville, IL 60540

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Graduate School of Library and
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410 DKH, Univ. of Illinois
1407 W. Gregory
Urbana, IL 61801

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242 S. Elmwood Ave.
Oak Park, IL 60302

Janet Vanek Weiner (1968)
3205 Sunnyside
Brookfield, IL 60513
(parents' address)

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3461 Fontenac Court
Decatur, IL 62521

Paula Kaye Jones Weiss (1977)
R. R. #1
Hopedale, IL 61747

Leanna Pavlak White (1968)
18 S. Loomis
Naperville, IL 60540

Nancy Brinton White (1968)
13311 Forest Ave.
Spokane, WA 99216

Lolita Williams (1969)
750 W. Dempster
Mt. Prospect 60056

Mary J. Mals Williamson (1969)
1135 S. Oak Park ave.
Oak Park, IL 60304

Ann Marie Wurster (1977)
51 N. Praire
Mundelein, IL 60060

LuBeth Young (1970)
1831 Vermont St.
Quincy, IL 62301

Ruth Foreman Zabel (1978)
4421 N. Benard St.
Chicago, IL 60625

Mary H. Zenke (1977)
613 Sheridan St.
Dolton, IL 60419